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ABSTRACT

This report presents 12 tables and 19 figures of data about staff employed by 8,861 postsecondary institutions at the four-year, two-year, and less than two-year levels in the 50 states and the District of Columbia in the fall of 1993, using data from the Integrated Postsecondary Education Data System (IPEDS). The data indicate the number of staff employed by postsecondary institutions by staff categories such as faculty, managers, and research assistants, and by personal characteristics such as full-time/part-time employment status and sex. Data are presented by level and control of institution, employment status, race/ethnicity, sex, primary occupation, faculty tenure status, faculty rank, and new hires. Highlights of the data are outlined in three areas: (1) overview of staff in postsecondary and higher education institutions, (2) faculty growth, distribution, rank and tenure in institutions of higher education, and (3) new hires in institutions of higher education. Among these highlights were: there were about 2.7 million employees in postsecondary institutions in 1993, about 2.1 percent of the total U.S. labor force; there has been growth in the percent of faculty in two-year institutions and in those working part-time; and there was a substantial decline in the full-time new hires over the previous year. Six appendices include additional tables for postsecondary institutions and institutions of higher education, technical notes on the survey methodology, the survey questionnaire, and a glossary. (KG)

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August 1996

Fall Staff in Postsecondary Institutions, 1993

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Fall Staff in Postsecondary Institutions, 1993

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HIGHLIGHTS

Part 1. Overview of Staff in Postsecondary and Higher Education Institutions

Staff in All Postsecondary Institutions (8,861 institutions)

- There were about 2.7 million employees in postsecondary institutions in 1993 (table 1), about 2.1 percent of the total U.S. labor force (figure 1).
- Almost one-third of all postsecondary employees were part time in 1993. In 2-year institutions almost half of the employees were part time (47 percent in 1993) (table 1).
- The growth in the 1990s has been in part-time staff, which increased by 12 percent between 1991 and 1993. In contrast, full-time postsecondary staff declined by 1.4 percent over the same period (table 1).
- Over three-fourths of staff were employed in 4-year institutions. Ninety-one percent of 2-year staff were in public institutions (figure 5).
- Overall, about 36 percent of postsecondary staff were faculty (figure 6). The proportion of staff who were faculty is higher in 2-year institutions than in 4-year institutions (57 percent compared to 30 percent) (table 4).

Staff in Institutions of Higher Education (IHE) (3,670 institutions)

- About 95 percent of postsecondary staff were employed in the subset of institutions of higher education (figures 1 and 2).
- While growth in staff in institutions of higher education has outpaced total labor force growth since 1976, between 1991 and 1993 IHE staff grew at about the same rate as the labor force as a whole (figure 3).
- Professional staff grew as a proportion of the total IHE staff from 58 percent in 1976 to 65 percent in 1993 (table 2).
- The largest increase among the occupational categories has been in the category of professional (support/service) staff, which increased by 138 percent since 1976, as compared to faculty, which increased by 45 percent (figure 7).
- The overall full-time-equivalent (FTE) student-staff ratio was 4.9 in both 1991 and 1993. The student-faculty ratio was 15.5 in 1993 (table 2).
- The FTE student-faculty ratio was 29 percent higher in public than private institutions (table 2).
- While women were about half of all full-time IHE staff, the distribution by occupation is highly gender specific. In 1993, women were 91 percent of the secretarial/clerical category and only 5 percent of the skilled crafts. Women were 33 percent of full-time faculty in 1993 (table 6).
- Large differences exist in the occupational distribution of full-time staff in IHEs by race/ethnicity. For example, in 1993 blacks were 31.9 percent of the IHE service/maintenance occupational category and 4.7 percent of faculty, while being 11.0 percent of the total U.S. labor force. Whites were 55.6 percent of the service/maintenance category and 85.9 percent of faculty, while being 78.2 percent of the labor force (table 5).

- Among IHE staff, Hispanics were the least represented relative to their numbers in the U.S. labor force. In 1993, Hispanics were about 8.1 percent of the labor force, 2.2 percent of faculty, and 4.1 percent of all IHE staff (table 5).
- Median 1993 salaries for IHE staff for full-time staff ranged from $18,178 for the service/maintenance staff to $49,845 for the executive/administrative/managerial staff (figure 8).
- Among full-time IHE staff in 1993, in each of the seven occupational categories, Asians, whites, and men had higher salaries than blacks, American/Indians or Alaska Natives, Hispanics, and women (figure 8).
- The median salary for full-time IHE faculty in a 9- to 10-month contract was $43,205 in 1993. Women full-time faculty median salaries were 81 percent those of men (figure 8).

Part 2: Faculty Growth, Distribution, Rank, and Tenure in Institutions of Higher Education

- There has been a growth in the percent of faculty that were in 2-year institutions (from 19 percent in 1970 to 32 percent in 1993), and in the percent that were part time (from 22 percent in 1970 to 40 percent in 1993) (table 7).
- Women have gone from 27 percent of total faculty in 1976 to 39 percent in 1993 (table 8). Between 1976 and 1993, the total number of women faculty increased by 105 percent compared with a 22 percent increase for men faculty (calculated from table 8).
- Women faculty were much more likely to be part time than men faculty. About 35 percent of men faculty were part time and almost half (49 percent) of women faculty were part time in 1993 (figure 11).
- All minority groups have increased as a proportion of full-time faculty since 1976. Asians have had the largest increases, going from 2.2 percent in 1976 to 4.6 percent in 1993 (table 9).
- Minority share of faculty lags behind minority share of students. For example, over one-fourth of undergraduates and 18 percent of bachelor's degree recipients were members of minority groups in 1993, compared with 14 percent of full-time faculty (table 9) and 15 percent of part-time faculty (Appendix table B6a1).
- About half of full-time faculty were tenured in 1993, about the same percentage as in the mid-1970s. However, there has been an increase in the percent of full-time faculty that are not on a tenure track since 1975; for example, among whites the percent not on a tenure track went from 18 percent in 1975 to 27 percent in 1993 (figure 13 and table 10).
- White full-time faculty were more likely to be tenured than minorities (table 10), and men were more likely to be tenured than women. Women and minorities were also less likely to be in tenure track positions than men and white full-time faculty (figure 13).
- Women and minorities were also less likely to have the rank of full professor. For example, only about 15 percent of women faculty held the rank of full professor, compared to 36 percent of men faculty (figures 14 and 15).

Part 3. New Hires in Institutions of Higher Education

- There were about 99,763 total full-time new hires among IHE institutions in 1993. In 1977 there were 133,241 new full-time hires (figure 16), and in 1985 there were 118,047 new full-time hires (unpublished EEO-6 data).
- There were large declines in the number of new hires among nonprofessional staff. For example, clerical/secretarial full-time hires declined by 50 percent compared to levels in the 1970s (figure 16).
- The number of faculty full-time hires has fluctuated between 32,000 and 41,000 over the period of 1981-91 (Appendix table E-3).
- Women have grown substantially as a portion of the newly hired faculty, going from 24 percent in 1977 to 45 percent in 1993 (figure 17).
- Over the period since 1977, minorities have grown as a portion of the new hires of full-time faculty, going from 10.9 percent in 1977 to 19.8 percent in 1993 (table 12).

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Fall Staff in Postsecondary Institutions, 1993

Introduction

In the fall of 1993, about 2.7 million persons, or about 2.1 percent of the U.S. labor force, were employed by postsecondary institutions in the United States. Just over half were women, but the distribution by occupation varied substantially by sex. Sixty-eight percent of the total postsecondary employees were full time and 32 percent were part time. Just over one-third were faculty members, and almost two-thirds (65 percent) were classified as professional employees. This report presents detailed tabulations for 1993 and historical comparisons with previous years for staff employed by postsecondary institutions in the United States. The data are from the "Fall Staff" survey, a part of the Integrated Postsecondary Education Data System (IPEDS) of the U.S. Department of Education's National Center for Education Statistics (NCES).

Institutions and Information Covered by the Report

Data are presented for both the total postsecondary institutions and for the subset that are classified as institutions of higher education (IHE). In 1993, there were some 8,861 postsecondary institutions at the 4-year, 2-year, and less than 2-year levels in the 50 states and the District of Columbia. Of these, about 3,670 were accredited at the college level by an agency recognized by the Secretary of the U.S. Department of Education (ED) and are known as "institutions of higher education." While over half of the total postsecondary institutions are non-IHEs, over 95 percent of total postsecondary staff are employed in IHEs. The data on IHEs are available for a longer period of time, and this information can produce insights into the trends and distribution of higher education staff. In this report, all tables and graphs are labeled to indicate whether the information is for all postsecondary institutions or for IHEs alone. In most cases, historical data prior to 1987 are available only for IHEs.

All Postsecondary Staff. The following information on staff in all postsecondary institutions is covered in this report.

- Employment status (full- or part-time staff);
- Primary occupation (executive, administrative and managerial, faculty (instruction/research/public service), other professionals (support/service), technical and paraprofessionals, clerical/secretarial, skilled crafts, and service/maintenance); and
- Sex of employees.

Institutions of Higher Education. For the 3,670 institutions of higher education, additional information is reported. This includes

- Median full-time staff salary by primary occupation by sex and race/ethnicity;
- Tenure and rank status of full-time faculty by sex and race/ethnicity; and
- Full-time new hires by primary occupation by sex and race/ethnicity.

Past and Related Surveys

The Fall Staff survey is one of the eight components of the Integrated Postsecondary Education Data System. The survey covers all postsecondary institutions including universities and colleges, as well as institutions offering technical and vocational education beyond the high school level. IPEDS was begun in 1986. Prior to that time, similar data were collected through the Higher Education General Information Survey (HEGIS), which began in 1966. HEGIS, however, covered only those institutions accredited at the college level by an agency recognized by the Secretary of the U.S. Department of Education. Between 1987 and 1991, the fall staff data were collected in cooperation with the U.S. Equal Employment Opportunity Commission (EEOC).

The EEOC collected data on staff through its Higher Education Staff Information (EEO-6) report from all postsecondary institutions within their mandate, that is, institutions that have 15 or more full-time employees. NCES through the IPEDS system collected data from all other postsecondary institutions, including all 2- and 4-year higher education institutions with fewer than 15 full-time employees, and a sample of less than 2-year schools. NCES and EEOC collected staff data biennially in odd numbered years. The IPEDS files from 1987 to 1991 combine data from the EEO-6 and the IPEDS staff survey to create the IPEDS "Fall Staff" data file.

In 1993 for the first time, all schools formerly surveyed by EEOC were surveyed by NCES. Additionally, all less than 2-year schools eligible for participation in the Title IV federal financial aid program were included in the data collection.

Additional data on full-time faculty are available through the IPEDS "Faculty Salaries, Tenure, and Fringe Benefits" survey. This survey has been conducted for most years since 1966, initially through HEGIS and then through IPEDS. NCES also sponsors the National Survey of Postsecondary Faculty (NSOPF), a nationally representative sample survey that provides detailed information on postsecondary faculty and departments. Previous NSOPF surveys were conducted in 1988 and 1993. Historical data on faculty in institutions of higher education prior to 1975 are also available, and they have been summarized in the *Digest of Education Statistics*.

1993 Methodology

The IPEDS Fall Staff questionnaires were mailed out between October and November 1993, and institutions were asked to report their employment statistics for the pay period closest to October 1, 1993. Postsecondary education institutions completed either the "Consolidated" survey (IPEDS-CN) or the "Fall Staff" survey (IPEDS-S). The IPED-S survey form collected data on the race and sex of staff from all higher education institutions and all other schools offering a baccalaureate or higher degree. The IPEDS-CN survey was completed by all other postsecondary institutions that were not sent the "Fall Staff" survey. For institutions in the 50 states and District of Columbia, the response rate was 87 percent for the total postsecondary institutions and 92 percent for IHEs. Data were imputed for missing schools and for schools that had missing individual items. (See technical notes in Appendix C for a description of study methodology.)

Classifications Used in This Report

Data included in this report are presented first according to whether they are for all postsecondary institutions or limited to institutions of higher education. This distinction is discussed above and summarized numerically in Appendix table C-2. Data are presented by the following categories:

- Level of institution (4-year, 2-year, and less than 2-year)
- Control (public; private, nonprofit; and private, for-profit)
- Employment status (full or part time)

- Race/ethnicity and sex
- Primary occupation
  - Professional staff (executive/administrative/managerial, faculty (instruction/research) instructional and research assistants, and professional (support/service))
  - Nonprofessional staff (technical and paraprofessional, clerical and secretarial, skilled crafts, service/maintenance, and other employees)
- Faculty tenure status (tenured, nontenured on tenure track, and nontenured not on track)
- Faculty rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank)
- New hires (those staff appearing on the payroll for the first time between July 1 and September 30 of the survey year and who were included in the counts of fall totals)

Structure of the Report

The report presents the summary of findings in three major sections: (1) overview of postsecondary and institutions of higher education staff, (2) faculty growth, distribution, tenure, and rank, and (3) newly hired staff in institutions of higher education. Section 1 includes data for all postsecondary institutions and for the subset institutions of higher education. Sections 2 and 3 focus on institutions of higher education. Where possible, comparisons are made to earlier NCES and EEO-6 data. We have usually taken the period of 1975-77 as comparison years, depending on the availability of data.

Detailed statistical tables are presented at the end of the report. Appendix A includes tables for all postsecondary institutions, and Appendix B provides tabulations for IHEs. Appendix C provides technical notes on study methodology, Appendix D provides a glossary of major terms and classification categories used in the survey and this report, and Appendix E presents additional related tables. Appendix F is a copy of the survey questionnaire.

For ease of reading, those staff labeled in the tables and figures as white, non-Hispanic, and black, non-Hispanic are referred to simply as whites and blacks, respectively, in the text portion of the report.

Note on Historical Comparisons

In utilizing the historical data some caution must be exercised. First there have been some changes in actual numbers in the

universe of postsecondary and higher education institutions. Second, the EEO-6 data were not imputed and may not have been as inclusive among the small institutions as was the 1993 survey. This is reflected in the number of institutions reporting, which was 3,031 in 1977 and 3,670 in 1993. There were, however, no systematic exclusions from the EEO-6 of institutions such as historically black colleges and universities (HBCUs) that might have biased the data on race/ethnicity.

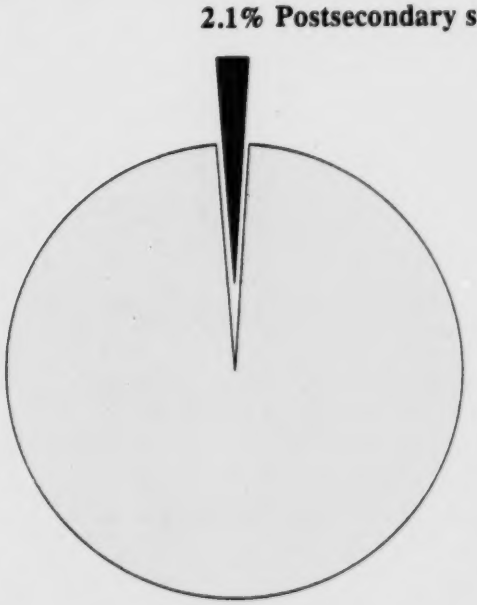
It should also be noted that data from 1975-77 were drawn from two different primary sources, The Higher Education General Information System (HEGIS) "Staff Survey" 1976 and the EEO-6 surveys, which were conducted in odd years (1975 and 1977).

Summary of Findings

1. Overview of Staff in Postsecondary and Higher Education Institutions

In 1993, there were 2.7 million staff employed in postsecondary institutions and about 2.6 employed in the subset classified as institutions of higher education (figures 1 and 2). This represented about 2.1 or 2.0 percent, respectively, of the U.S. labor force (figure 1). Between 1989 and 1991, the total postsecondary employees rose by about 56,000, and between 1991 and 1993, the number rose by another 65,000 or by 2.5 percent.

Figure 1. Percent of U.S. labor force employed by postsecondary institutions: 50 states and the District of Columbia, 1993



	Total	Percent
U.S. postsecondary staff*	2.73 million	2.1
U.S. labor force	129.53 million	100.0

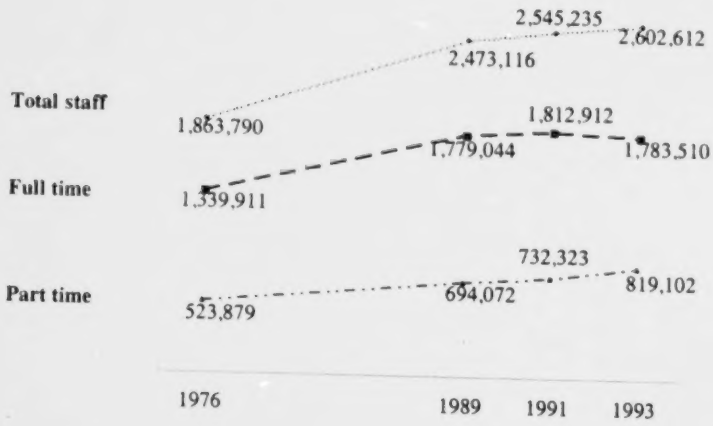
*In 1993 there were about 8,861 postsecondary institutions in the 50 states and the District of Columbia, and of these, 3,670 were institutions of higher education. About 2.6 million people (2.0 percent of the U.S. workforce) were employed in institutions of higher education, accounting for about 95 percent of the total postsecondary staff.

SOURCE: (Labor force data) U.S. Bureau of Labor Statistics, Bulletin 2307; (postsecondary staff data) U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Growth Since 1976

Looking at the IHE data since 1976, we see that the total IHE staff grew by 40 percent over the period, going from about 1.9 million in 1976 to 2.6 million in 1993 (figure 2). However, growth slowed in recent years, especially among full-time higher education staff, which actually declined by 1.6 percent between 1991 and 1993. In contrast, between 1991 and 1993 the number of part-time staff grew by 12 percent.

Figure 2. Growth of staff in institutions of higher education: 50 states and the District of Columbia, fall 1976-93



SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976; Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1989, 1991, and 1993; and U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1976-91.

Part-Time and Full-Time Staff

Overall in 1993 there were about 863,000 part-time employees in postsecondary institutions and 819,000 in the higher education institution subset (table 1 and figure 2). This is just under one-third of the total postsecondary and IHE workforce (32 and 31 percent, respectively).

There has been a tendency toward increased use of part-time staff in higher education institutions since the 1970s. Part-time staff were 28 percent of the total in 1976, 29 percent in 1991, and 31 percent in 1993 (figure 2). As will be discussed later, this trend is more apparent among faculty, 45 percent of whom were classified as part time in 1993.

Use of part-time staff is highest in 2-year postsecondary institutions, where part-time staff were about 45-47 percent of total employees in 1989, 1990, and 1993. In 4-year institutions, about 28 percent of the employees were part time in 1993 (table 1).

Table 1. Number of total employees in postsecondary institutions, by level, sex, employment status, and professional/nonprofessional status: 50 states and the District of Columbia, fall 1989-93

Institution level	Total number	Number							
		Men	Women	Full time	Part time	Faculty	Nonfaculty	Professional	Non-professional
1989, total	2,606,230	1,273,180	1,333,077	1,868,460	737,770	898,201	1,708,029	1,640,889	965,341
4-year	2,047,284	1,010,824	1,036,460	1,553,610	493,674	592,182	1,455,102	1,235,105	812,179
2-year	476,868	226,076	250,801	259,308	217,560	261,295	215,573	334,940	141,928
Less than 2-year	82,078	36,280	45,816	55,542	26,536	44,724	37,354	70,844	11,234
1991, total	2,662,085	1,280,205	1,381,880	1,890,890	771,196	893,842	1,768,243	1,693,416	968,669
4-year	2,094,213	1,017,408	1,076,805	1,571,687	522,526	602,925	1,491,288	1,284,320	809,893
2-year	505,212	235,708	269,504	277,710	227,502	256,095	249,117	355,672	149,540
Less than 2-year	62,660	27,089	35,571	41,493	21,168	34,822	27,838	53,424	9,236
1993, total	2,727,504	1,306,005	1,421,499	1,864,524	862,980	973,289	1,754,215	1,777,843	949,661
4-year	2,124,355	103,595	1,088,430	1,538,561	585,794	636,359	1,487,996	1,347,689	776,666
2-year	543,607	247,546	296,061	285,690	257,917	309,958	233,649	387,051	156,556
Less than 2-year	59,542	22,534	37,008	40,273	19,269	26,972	32,570	43,103	16,439

Institution level	Total number	Percent							
		Men	Women	Full time	Part time	Faculty	Nonfaculty	Professional	Non-professional
1989, total	2,606,230	49	51	72	28	34	66	63	37
4-year	2,047,284	49	51	76	24	29	71	60	40
2-year	476,868	47	53	54	46	55	45	70	30
Less than 2-year	82,078	44	56	68	32	54	46	86	14
1991, total	2,662,085	48	52	71	29	34	66	64	36
4-year	2,094,213	49	51	75	25	29	71	61	39
2-year	505,212	47	53	55	45	51	49	70	30
Less than 2-year	62,660	43	57	66	34	56	44	85	15
1993, total	2,727,504	48	52	68	32	36	64	65	35
4-year	2,124,355	49	51	72	28	30	70	63	37
2-year	543,607	46	54	54	47	57	43	71	29
Less than 2-year	59,542	38	62	68	32	45	55	72	28

NOTE: Professional staff include staff in the following occupational categories: executive/administrative/managerial; faculty (instruction/research); instruction/research assistants; professional (support/service). Nonprofessional staff include technical and paraprofessionals; clerical and secretarial; skilled crafts; service/maintenance; and other employees.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1989 and 1991; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1989, 1991, and 1993.

Growth in Staff Relative to the Labor Force Since 1976

Over the period between 1976 and 1993, total higher education staff increased somewhat faster than the labor force as a whole. Between 1976 and 1993, the U.S. labor force increased by 32 percent and the total staff in institutions of higher education by about 40 percent. A portion of this increase is due to increased use of part-time employees. If one looks at full-time-equivalent (FTE) staff, the increase for IHEs is reduced to 36 percent over the period (figure 3).

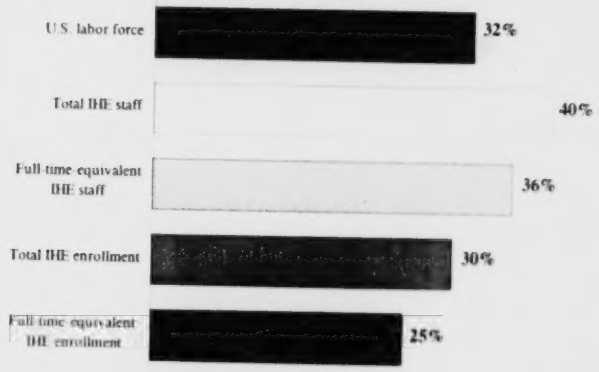
While IHE staff growth outpaced labor force growth over the period since 1976, this relative growth had slowed by the 1990s

The growth trend relative to the labor force occurred prior to the 1990s. Between 1991 and 1993 the total postsecondary staff grew by 2.50 percent and the IHE staff grew by 1.96 percent. These figures were about the same as the 2.10 percent growth of the total labor force.

Growth relative to enrollment. Considering increases relative to student enrollment, the 40 percent staff increase of IHE staff has also outpaced enrollment, with total higher education enrollment increasing by 30 percent between 1976 and 1993 and FTE enrollment increasing by 25 percent over the same period (figure 3). There was no enrollment growth between 1991 and 1993.

Figure 3. Changes in U.S. labor force and in staff and enrollment in institutions of higher education: 50 states and the District of Columbia, fall 1976-93

Percent change 1976-93



	1976	1991	1993	Percent change 1991-93
	[Data in millions]			
U.S. labor force	98.07	126.87	129.53	+2.10%
Total IHE staff	1.86	2.55	2.60	+1.96
Full-time-equivalent IHE staff	1.54	2.09	2.10	+0.48
Total IHE enrollment	11.01	14.36	14.31	-0.35
Full-time-equivalent IHE enrollment	8.31	10.36	10.35	-0.10

NOTE: In calculating FTE staff, part-time staff were multiplied by .32 to .47 depending on staff category and added to full-time staff. (These FTE ratios were developed based upon part-time hours reported in the HEGIS "Fall Staff" survey, 1976.) FTE students were calculated by multiplying part-time students by .36 and adding to full-time students.

SOURCE: U.S. Bureau of Labor Statistics, Bulletin 2307 and Employment and Earnings Monthly; U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1976; U.S. Department of Education, National Center for Education Statistics, Higher Education General Information System (HEGIS), "Fall Enrollment" survey and "Fall Staff" survey, 1976; and Integrated Postsecondary Education Data System (IPEDS) "Fall Staff" survey and "Fall Enrollment" surveys, 1991 and 1993. (Enrollment data are as reported in the *Digest of Education Statistics, 1995*, tables 168 and 194.)

Ratio of Students to Staff

Table 2 provides student-staff ratios in 1976, 1991, and 1993 for each of the higher education occupational categories. The ratios are the number of FTE students per FTE staff. As might be expected from the higher percentage of increase in staff compared to enrollment, the ratios have gone down somewhat since 1976. The overall student-staff ratio was 5.4 in fall of 1976. In both 1991 and 1993, the comparable figure was 4.9. Public institutions in 1993 had a 42 percent higher overall student-staff ratio than private institutions (5.4 FTE students for every FTE staff member in public compared with 3.8 in private institutions).

The overall FTE student staff ratio was 4.9 in 1991 and 1993, down from 5.4 in 1976

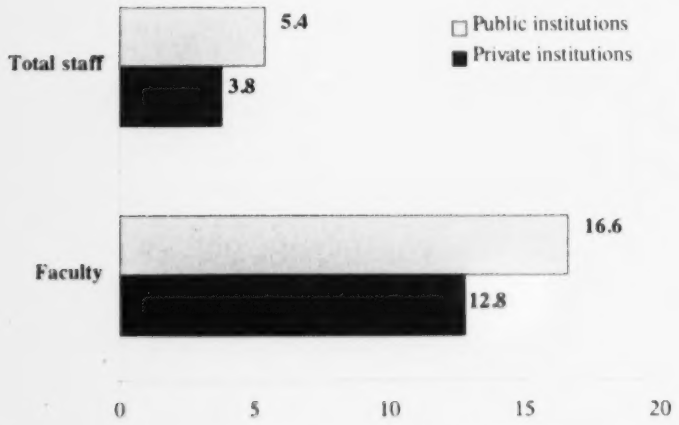
The FTE student-faculty ratio was 15.5 in 1993

Student-faculty ratios. Looking at student-faculty ratios rather than overall staff, we see that the FTE ratios were also somewhat higher in 1976 than in 1993 (16.6 in 1976 and 15.5 in 1993). The relative difference between public and private ratios in 1993 was much less for faculty than for total staff (figure 4). Among public institutions there were 16.6 students and among private institutions there were 12.8 students per FTE faculty (a 30 percent higher ratio).

The FTE student-faculty ratio was 30 percent higher in public than in private institutions

The largest change over the period, as will be discussed later in the report, was in the professional (support/service) category, which went from 50.9 students per staff in 1976 to 26.7 in 1993.

Figure 4. Number of FTE students per FTE staff in institutions of higher education, by institution control: 50 states and the District of Columbia, fall 1993



NOTE: Private, nonprofit and private, for-profit are combined.
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 1993.

Table 2. Number of employees and full-time-equivalent (FTE) students per FTE staff in institutions of higher education, by primary occupation, employment status, and control of institution: fall 1976, 1991, and 1993

Primary occupation and control of institution	1976					1991				1993			
	Total staff			Full-time-equivalent staff		Total staff		Full-time-equivalent staff		Total staff		Full-time-equivalent staff	
	Number	Percent	Full time	Total	FTE students per FTE staff	Number	Percent	Total	FTE students per FTE staff	Number	Percent	Total	FTE students per FTE staff
Total, all institutions	1,863,790	100.0	1,339,911	1,541,339	5.4	2,545,235	100.0	2,094,628	4.9	2,602,612	100.0	2,094,681	4.9
Professional staff	1,073,119	57.6	709,400	845,456	9.8	1,595,460	62.7	1,244,588	8.3	1,687,287	64.8	1,280,382	8.1
Executive/administrative/managerial	101,263	5.4	97,003	98,972	84.0	144,755	5.7	141,718	73.1	143,675	5.5	140,522	73.7
Faculty (instruction and research)	633,210	34.0	434,071	500,533	16.6	826,252	32.5	632,565	16.4	915,474	35.2	668,819	15.5
Instruction and research assistants	160,086	8.6	28,007	82,684	100.5	197,751	7.8	81,467	127.2	202,819	7.8	83,717	123.6
Professional (support/service)	178,560	9.6	150,319	163,267	50.9	426,702	16.8	388,838	26.6	425,319	16.3	387,323	26.7
Nonprofessional staff	790,671	42.4	630,511	695,883	11.9	949,775	37.3	850,040	12.2	915,325	35.2	814,299	12.7
Public total	1,329,122	100.0	946,354	1,092,558	5.8	1,783,328	100.0	1,449,398	5.4	1,812,513	100.0	1,434,747	5.4
Professional staff	769,836	57.9	502,325	601,942	10.5	1,133,264	63.5	868,112	9.1	1,193,284	65.8	883,579	8.8
Executive/administrative/managerial	60,733	4.6	58,649	59,579	106.6	84,446	4.7	82,835	94.9	81,209	4.5	79,426	98.4
Faculty (instruction and research)	448,733	33.8	313,367	357,761	17.7	580,908	32.6	446,113	17.6	650,434	35.9	470,537	16.6
Instruction and research assistants	127,925	9.6	19,076	63,420	100.1	173,560	9.7	70,707	111.2	173,678	9.6	70,755	110.4
Professional (support/service)	132,445	10.0	111,233	121,182	52.4	294,350	16.5	268,458	29.3	287,963	15.9	262,862	29.7
Nonprofessional staff	559,286	42.1	444,029	490,616	12.9	650,064	36.5	581,286	13.5	619,229	34.2	551,168	14.2
Private total	534,668	100.0	393,557	448,781	4.4	761,907	100.0	645,231	3.9	790,099	100.0	659,934	3.8
Professional staff	303,283	56.7	207,075	243,514	8.1	462,196	60.7	376,476	6.6	494,003	62.5	396,802	6.4
Executive/administrative/managerial	40,530	7.6	38,354	39,393	49.8	60,309	7.9	58,883	42.4	62,466	7.9	61,096	41.6
Faculty (instruction and research)	184,477	34.5	120,704	142,772	13.7	245,344	32.2	186,452	13.4	265,040	33.5	198,282	12.8
Instruction and research assistants	32,161	6.0	8,931	19,264	101.9	24,191	3.2	10,760	232.1	29,141	3.7	12,962	195.9
Professional (support/service)	46,115	8.6	39,086	42,085	46.6	132,352	17.4	120,380	20.7	137,356	17.4	124,461	20.4
Nonprofessional staff	231,385	43.3	186,482	205,267	9.6	299,711	39.3	268,755	9.3	296,096	37.5	263,131	9.6

NOTE: Because of rounding, details may not add to totals. In 1993 FTE staff were calculated using the same procedure as in 1976 and 1991. Part-time staff were multiplied by .32 to .47 depending on staff category and added to full-time staff based upon the 1976 HEGIS surveys. FTE students were calculated by multiplying part-time students by .36 and adding to full-time students.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1991; U.S. Department of Education, National Center for Education Statistics, "Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976, and Integrated Postsecondary Education Data System (IPEDS), "Staff" surveys, 1991 and 1993. Data for 1976 and 1991 are as included in *Digest of Education Statistics*, 1994, table 216.

Location of Staff by Institution Level and Control

Over three-fourths of staff were in 4-year institutions

Of the total postsecondary staff in *1993, over three-fourths (78* percent) were employed in 4-year institutions. About 20 percent were in 2-year institutions and only 2 percent were employed in less than 2-year institutions (figure 5 and table 1).

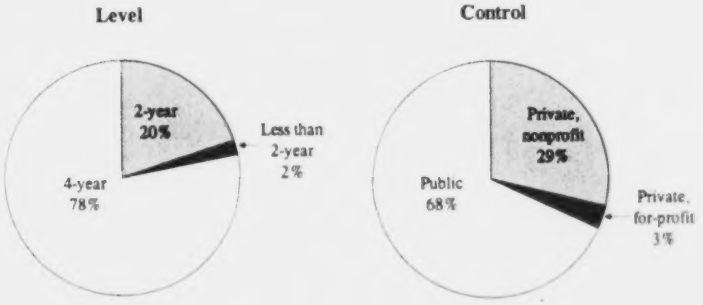
Looking at the total staff distribution by institution control, about two-thirds were employed by public institutions, just under 30 percent by private, nonprofit institutions, and only about 3 percent by private, for-profit institutions (figure 5 and Appendix table A-1).

The distribution of staff is far different from the distribution of institutions, with the largest number of institutions being less than 2-year, for-profit institutions, about 3,098 in 1993 compared to 2,558 2-year institutions and 2,713 4-year institutions (Appendix table C-2). This difference between the staff distribution and the institution distribution reflects the large size differences among institutions.

Ninety-one percent of 2-year staff were in public institutions

The overwhelming number of staff at 2-year institutions were in public institutions (91 percent), and about two-thirds (63 percent) of 4-year staff were in private institutions. However, among less than 2-year institutions there is a different pattern—almost 70 percent were in private, for-profit institutions (figure 5).

Figure 5. Percent distribution of staff in postsecondary institutions, by level and control: 50 states and the District of Columbia, fall 1993



Control	Distribution by institution level		
	4-year	2-year	Less than 2-year
Public	63%	91%	24%
Private, nonprofit	37	4	8
Private, for-profit	1	5	69

NOTE: Because of rounding, percents may not add to 100.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Staff Distribution by Occupation

Professional staff grew as a proportion of total staff from 58 percent in 1976 to 65 percent in 1993

Some notable changes have occurred in the distribution of higher education staff by occupation over the period since the mid-1970s. These changes reflect those occurring in the U.S. labor force as a whole relative to the growth of the professional and service sector, and such factors as the impact of computer-based technology on the demand for nonprofessional staff such as secretaries and clerical personnel.

Growth in professional staff. In 1993, about 65 percent of total postsecondary staff and of the subset IHE staff were in the professional categories (executive, faculty, instruction/research assistance, and professional support/service) (tables 1 and 3). Looking at the data for institutions of higher education for an historical comparison, we see that professional staff as a proportion of the total has grown from 58 percent of all staff in 1976 (calculated from table 3). Looking at the data over a shorter period of time, between 1991 and 1993, we see that the number of nonprofessional staff actually decreased from about 950,800 in 1991 to about 915,300 in 1993, while the number of professional staff increased from 1,595,500 to 1,687,300 in 1993 (table 3).

Table 3. Number of full- and part-time employees in institutions of higher education, by primary occupation and sex: 50 states and the District of Columbia, fall 1976, 1991, and 1993

Employment status	Total staff	Total professional staff	Primary occupation								Total non-professional staff
			Executive, administrative, managerial		Faculty (instruction and research)		Instruction/ research assistants		Professional (support/ service)		
			Men	Women	Men	Women	Men	Women	Men	Women	
1976											
Total	1,863,790	1,073,119	74,615	26,648	460,553	172,657	106,481	53,605	87,520	91,040	790,671
Full time	1,339,911	709,400	72,013	24,990	326,824	107,247	18,560	9,447	76,200	74,119	630,511
Part time	523,879	363,719	2,602	1,658	133,729	65,410	87,921	44,158	11,320	16,921	160,160
1991											
Total	2,545,235	1,595,460	85,423	59,332	525,599	300,653	119,125	78,626	165,444	261,258	949,775
Full time	1,812,912	1,031,795	82,875	56,291	366,213	169,410	NA	NA	142,227	214,831	781,115
Part time	732,323	563,663	2,548	3,091	159,386	131,243	119,125	78,626	23,217	46,427	168,660
1993											
Total	2,602,612	1,687,287	82,748	60,927	561,123	345,351	120,384	82,435	166,678	258,641	915,325
Full time	1,783,510	1,039,094	80,098	57,736	363,430	182,276	NA	NA	142,700	212,854	744,416
Part time	819,102	648,193	2,650	3,191	197,693	172,075	120,384	82,435	23,978	45,797	170,909

NA = Not applicable.

NOTE: Nonprofessional staff include technical and paraprofessionals; clerical and secretarial; skilled crafts; service/maintenance; and other employees.

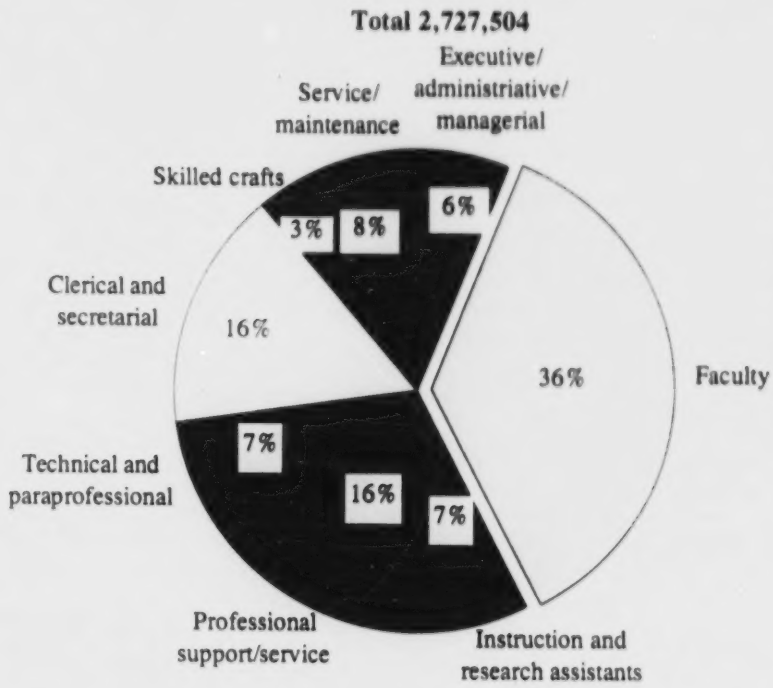
SOURCE: National Center for Education Statistics, Higher Education General Information System (HEGIS), "Fall Staff" survey, 1976; U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1991; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1991, and 1993.

Distribution of Staff by Detailed Primary Occupation

Overall, about 36 percent of total staff were faculty

Of the total staff in postsecondary institutions in 1993, about 36 percent were faculty and 7 percent were instruction and research assistants (figure 6). Other staff included 6 percent executive/ administrative/managerial, 16 percent professional (support/ service), 7 percent technical and paraprofessional, 16 percent clerical and secretarial, 8 percent service/maintenance, and 3 percent skilled crafts.

Figure 6. Percent distribution of total staff in postsecondary institutions, by primary occupation: 50 states and the District of Columbia, fall 1993



NOTE: For institutions that award less than 2-year degrees, the categories of clerical and secretarial, skilled crafts, and service/maintenance are combined in the "other" category (not shown in figure). Because of rounding, percents may not add to 100.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1993.

Proportion of faculty by level. The proportion of staff classified as faculty varied considerably by institution level. The highest proportion of faculty staff occurred in 2-year and less than 2-year institutions. In 2-year institutions over half (57 percent) of the staff were faculty members (table 4). Correspondingly, 2-year colleges have a lower percentage of support service professionals than 4-year institutions (18 percent in 4-year and only 8 percent in 2-year institutions).

A higher proportion of the total staff were classified as faculty in 2-year than in 4-year institutions

Table 4. Percent distribution of total staff in postsecondary institutions, by primary occupation and by level: 50 states and the District of Columbia, fall 1993

Primary occupation	Distribution by institution level		
	4-year (2,124,355)	2-year (543,607)	Less than 2-year (59,542)
Professional staff			
Executive/administrative/ managerial	6%	5%	17%
Faculty (instructional/research)	30	57	45
Instruction/research assistants	9	0.6	*
Professional (support/service)	18	8	10
Nonprofessional staff			
Technical and paraprofessional	7	6	4
Clerical and secretarial	17	14	0.7
Skilled crafts	3	1	0.1
Service/maintenance	9	6	0.1
Other employees	*	1	23

*Less than .05 percent.

NOTE: For institutions that completed the "Consolidated" (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance. Because of rounding, percents may not add to 100.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1993.

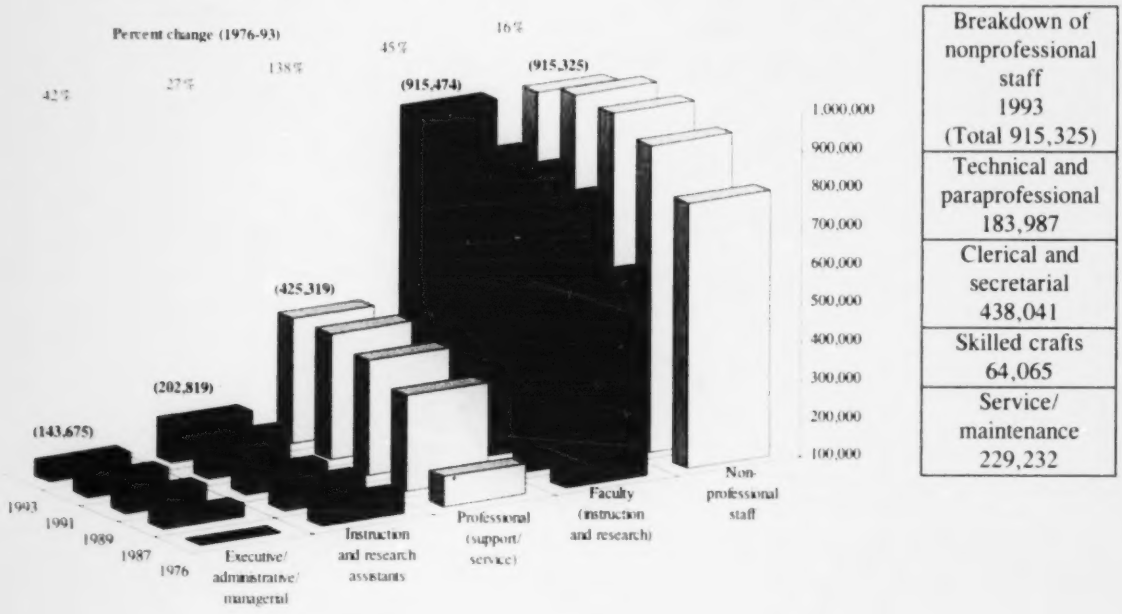
Change Over Time in Staff by Occupation

Since 1976, the largest staff increase was in the category of professional (support/service)

Looking at the data for institutions of higher education between 1976 and 1993, one can see that the largest growth was in the category of professional (support/service) (figure 7). This group increased by 138 percent since 1976, while faculty increased by 45 percent. Instruction and research assistants increased by about 27 percent, and nonprofessional staff increased the least, by 16 percent.

The large increase in professional support/service employees may indicate that much of the student support service work once done by faculty is now being done by other professionals, especially in 4-year institutions. It may also indicate that additional professional student support work is being undertaken by IHEs. The growth in these occupational groups reflects a wider trend in the society toward increased jobs classified as professional service occupations.

Figure 7. Number of staff employed in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1976-93



NOTE: Data between 1976 and 1987 are not displayed in the figure.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976; Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1987, 1989, 1991, and 1993; and U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1976-91.

Distribution of Staff in IHEs by Race/Ethnicity and Sex

Table 5 presents the distribution by race/ethnicity of full-time higher education staff by primary occupation and also gives the percentage distribution for the U.S. adult resident population and of the labor force for 1993. Comparing the distribution among full-time higher education staff with that of the U.S. labor force, whites have higher percentages in the categories of executives/ administrators/managers, faculty, professional (support/services), and skilled crafts.

Table 5. Percent distribution of full-time staff in institutions of higher education, by race/ethnicity and primary occupation: 50 states and the District of Columbia, fall 1993

Primary occupation	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien
All staff	78.1%	12.3%	4.1%	3.5%	0.5%	1.3%
Professional staff						
Executive/administrative/ managerial	86.1	8.9	2.6	1.6	0.5	0.2
Faculty	85.9	4.7	2.2	4.6	0.4	2.0
Professional (support/service)	79.9	9.4	3.1	4.3	0.5	2.6
Nonprofessional staff						
Technical/paraprofessional	72.7	16.3	4.7	4.1	0.6	1.3
Clerical and secretarial	74.6	16.4	5.7	2.4	0.6	0.2
Skilled crafts	81.3	11.0	5.4	1.1	0.8	0.1
Service/maintenance	55.6	31.9	9.1	2.1	0.8	0.4
Population distribution						
U.S. adult resident (age 20-64) population 1993	75.3	11.4	9.3	3.4	0.7	NA
Estimated U.S. labor force 1993	78.2	11.0	8.1	2.7	NA	NA

NA = Not available.

NOTE: Because of rounding, percents may not add to 100. Instruction/research assistants are defined as part time only.

SOURCE: (Population) U.S. Bureau of Census, *Statistical Abstract of the United States: 1994*, tables 50 and 615, 1995, table 19; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Blacks, making up 11.0 percent of the U.S. labor force, were 31.9 percent of the service/maintenance occupations, 16.4 percent of the clerical/secretarial, and 16.3 percent of the technical/para-professional occupations. Blacks were a smaller share of faculty (4.7 percent). They were 8.9 percent of the executive/ administrative/managerial occupations and 9.4 percent of the professional (support/service) occupations.

Hispanics were about 8.1 percent of the U.S. labor force in 1993 and were 4.1 percent of higher education staff. Relative to their proportion of the population and the labor force, they compose a smaller percentage of the higher education staff for all staff categories except service/maintenance. The Hispanics' share of the

higher education occupational groups ranged from 9.1 percent of service maintenance occupations to 2.2 percent of faculty. Asians and Pacific Islanders were about 2.7 percent of the U.S. labor force in 1993 and about 3.5 percent of higher education staff. They were 4.6 percent of faculty and 1.6 percent of executive/administrative/managerial occupations.

American Indians and Alaskan Natives were 0.5 percent of IHE staff overall and ranged from 0.4 percent of faculty to 0.8 percent of the service/maintenance and skilled crafts occupations. They were about 0.7 percent of the U.S. adult population in 1993.

The distribution of IHE staff by occupation was highly gender specific

Staff distribution by sex. The overall distribution of higher education full-time staff by sex almost mirrors that of the total adult population. In 1993 about 51 percent of the U.S. adult population were women and 52 percent of the higher education staff were women. Because women participate in the labor force at slightly lower rates than men (46 percent of the workforce were women in 1993), women were a somewhat higher percentage of the higher education workforce than of the U.S. labor force.

While women were over half of the full-time higher education workforce, the distribution by occupation was highly gender specific. Women ranged from being 91 percent of clerical/secretarial staff to being only 5 percent of the skilled crafts staff. Conversely, men ranged from being 95 percent of the skilled crafts category to being only 9 percent of the clerical/secretarial category. Women were 42 percent of the executive/administrative/managerial category. Women were 33 percent and men were 67 percent of faculty. Women were a higher percentage of the professional (support/ service) and the technical/paraprofessional occupations, with almost 60 percent of each category in 1993.

Table 6. Percent distribution of full-time staff in institutions of higher education, by sex and primary occupation: 50 states and the District of Columbia, fall 1993

Primary occupation	Women	Men
All occupations	52.1%	47.9%
Executive/administrative/managerial	41.9	58.1
Faculty	33.4	66.6
Professional (support/service)	59.9	40.1
Technical/paraprofessional	58.6	41.4
Clerical and secretarial	90.7	9.3
Skilled crafts	5.2	94.8
Service/maintenance	37.2	62.8
Population distribution		
U.S. adult resident population 1993	50.6	49.4
U.S. labor force 1993	45.6	54.3

NOTE: See table 3 for corresponding numbers of staff.

SOURCE: (Population data) U.S. Bureau of Census, *Statistical Abstract of the United States: 1994*, table 616; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Median Salaries by Primary Occupation, Sex, and Race/ Ethnicity

In 1993 full-time median salaries in institutions of higher education ranged from $18,178 for service/ maintenance staff to $49,845 for executive/administrative/ managerial staff (figure 8). In each of the seven occupational categories, Asians, whites, and men have higher salaries than blacks, American Indians and Alaskan Natives, Hispanics, and women. Among the race/ethnicity groups, Asian executive/administrative/managerial staff had the highest median salary—$52,494—and service/maintenance staff who were non-resident aliens had the lowest median—$15,543.

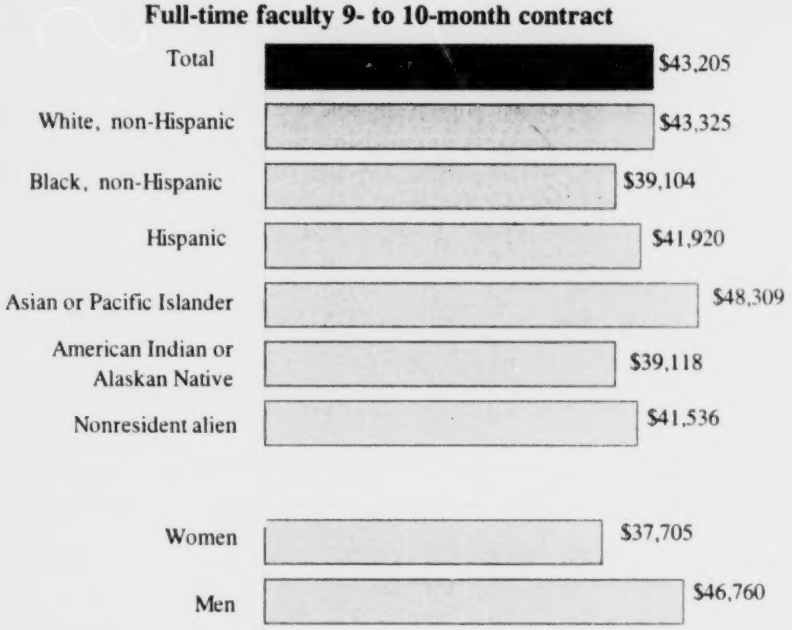
The median salary for full-time faculty on 9- to 10-month contracts was $43,205. Full-time faculty median salaries for women were 81 percent those of men (Appendix table B-5a), and black faculty salaries were 90 percent those of white faculty (Appendix table B-5a1). Salaries of faculty in private institutions were 96 percent of those in public institutions (Appendix tables B-5d and B-5e). Median faculty salaries in 2-year and less than 2-year institutions were 88 percent of those in 4-year institutions (Appendix tables B-5b and B-5c).

Full-time faculty median salaries for women were 81 percent of those of men

In interpreting the data in figure 8 and Appendix tables B-5a-c, it should be noted that salary distributions are influenced by geographic region, age distribution, years of experience of staff, and other factors not presented in this report. It should also be noted that medians were calculated from grouped data with the assumption of equal distribution within the interval. As is typical with salary data, the median salaries tend to be slightly lower than the mean salaries. For example, the 9- to 10-month full-time faculty mean salary reported by the "Salaries and Fringe Benefits" survey for 1993 was $46,364, while that reported in the 1993 National Survey of Postsecondary Faculty (NSOPF) was $46,906 for fall of 1992.

The participation and status of women and minorities among full-time faculty will be discussed in more detail in the next section.

Figure 8. Median salaries for full-time staff in institutions of higher education, by race/ethnicity, sex, and primary occupation: 50 states and the District of Columbia, fall 1993



Race/ethnicity and sex	Executive/ administrative/ managerial	Faculty (9- to 10-month contract)	Professional (support/ service)	Technical/ para-professional	Clerical/ secretarial	Skilled crafts	Service/ maintenance
Total	$49,845	$43,205	$32,517	$23,893	$20,108	$26,880	$18,178
White, non-Hispanic	$50,435	$43,325	$32,820	$24,415	$20,077	$27,234	$19,178
Black, non-Hispanic	$45,490	$39,104	$31,186	$21,616	$19,758	$23,969	$16,399
Hispanic	$45,146	$41,920	$31,472	$23,318	$20,353	$26,290	$18,441
Asian or Pacific Islander	$52,494	$48,309	$34,789	$25,524	$23,361	$30,625	$20,443
American Indian or Alaskan Native	$39,432	$39,118	$28,179	$22,885	$19,214	$26,854	$17,448
Nonresident alien	$46,613	$41,536	$26,985	$22,964	$19,936	$24,706	$15,543
Women	$42,422	$37,705	$31,558	$22,794	$20,082	$21,316	$16,571
Men	$55,265	$46,760	$34,064	$25,882	$20,380	$27,211	$19,294

NOTE: Medians are calculated from grouped data assuming equal distribution throughout interval. The medians are lower than the mean salaries reported from the 1993 IPEDS "Salaries and Fringe Benefits" survey and the 1993 National Postsecondary Faculty survey for 1992. The average mean 9-month, full-time faculty salaries reported for these surveys were $46,364 and $46,966, respectively (see explanation of figure 8 data on page 20).

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993, and the National Study of Postsecondary Faculty.

2. Faculty Growth, Distribution, Rank, and Tenure in Institutions of Higher Education

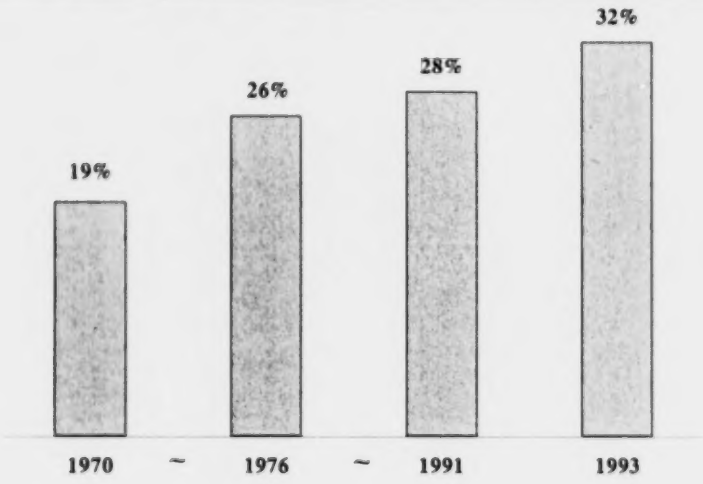
Numerical Growth in Faculty

SOME data on the total number of faculty in institutions of higher education are available for years as early as the 1860s, when there were only a reported 5,553 faculty. By 1900, this number had risen to about 24,000, and by 1940 the number was about 147,000. By 1993, a total of about 915,500 faculty were working in the 3,670 institutions of higher education. In the last 40 years the largest periods of growth were between 1950 and 1960 and between 1970 and 1980. The percentage of women among higher education faculty has gone from 20 percent in 1900 to 39 percent in 1993 (Appendix table E-1).

Trends Over Time in Faculty Distribution

Table 7 provides data on full- and part-time faculty from 1970 to 1993 (historical data taken from the *Digest of Education Statistics, 1994*, table 219). Looking at the data from the 1970s to 1993, we see two trends in the distribution of faculty: a growth in the percent who are employed in 2-year institutions, and growth in the percent who are employed part time. While the percent employed in public institutions rose in the 1970s, since that time there has been no trend toward an increase in the proportion in public institutions.

Figure 9. Percent of faculty in 2-year institutions of higher education: 50 states and the District of Columbia, selected years, fall 1970-93



SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1994*, table 219; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table 7. Full-time and part-time faculty in institutions of higher education, by employment status, control, and type of institution: 50 states and the District of Columbia, 1970 to 1993

Year	Total	Employment status		Control		Type		Percent part time	Percent public	Percent 2-year
		Full time	Part time	Public	Private	4-year	2-year[1]			
		(Numbers in thousands)								
1970	474	369	104	314	160	382	92	22%	66%	19%
1971[2]	492	379	113	333	159	387	105	23	68	21
1972	500	380	120	343	157	384	116	24	69	23
1973[2]	527	389	138	365	162	401	126	26	69	24
1974[2]	567	406	161	397	170	427	140	28	70	25
1975[2]	628	440	188	443	185	467	161	30	71	26
1976	633	434	199	449	184	467	166	31	71	26
1977	678	448	230	492	186	485	193	34	73	28
1979[2]	675	445	230	488	187	494	182	34	72	27
1980[2]	686	450	236	495	191	494	192	34	72	28
1981	705	461	244	509	196	493	212	35	72	30
1982[2]	710	462	248	506	204	493	217	35	71	31
1983	724	471	254	512	212	504	220	35	71	30
1984[2]	717	462	255	505	212	504	213	36	70	30
1985[2]	715	459	256	503	212	504	211	36	70	30
1986[2]	722	459	263	510	212	506	216	36	71	30
1987[3]	793	523	270	553	240	548	246	34	70	31
1989[3]	824	524	300	577	247	584	241	36	70	29
1991[3]	826	536	291	581	245	591	235	35	70	28
1993[3]	915	546	370	650	265	626	289	40	71	32

[1]Includes less than 2-year institutions.
[2]Estimated on the basis of enrollment.
[3]Because of revised survey methods, data are not directly comparable to previous years.
NOTE: Data exclude faculty employed by system offices. Some data have been revised from previously published figures. For methodological details on estimates and projections, see Projections of Education Statistics to 2000. Because of rounding, details may not add to totals. Numbers are in thousands.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Employees in Institutions of Higher Education, various years; Projections of Education Statistics to 2000; Integrated Postsecondary Education Data System (IPEDS), "Staff" survey, 1993; 1970 to 1991 data as included in the *Digest of Education Statistics, 1994*, table 219.

Growth in Proportion of Faculty in 2-Year Institutions

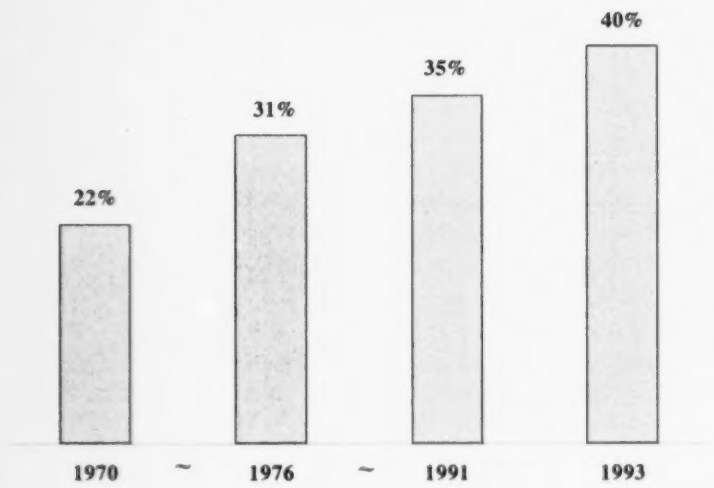
In 1970, about 19 percent of faculty were in 2-year institutions; by 1976 this proportion had risen to 26 percent. In 1993 this had further risen to 32 percent (figure 9). While the number of faculty in 4-year institutions increased by 34 percent, the number in 2-year institutions increased by 74 percent between 1976 and 1993. This increase reflects the fact that FTE enrollment in 2-year colleges as a percent of the total has increased over the period, going from 24 percent in 1970, to 30 percent in 1976, to 32 percent in the 1990s (Integrated Postsecondary Education Data System (IPEDS), "Fall Enrollment" survey in *Digest of Education Statistics, 1994*, table 196).

Two-year institutions were also more likely to employ part-time faculty than 4-year institutions (Appendix tables B-2a to B-3a), and this contributes to the growth in proportion of total faculty in 2-year institutions since it takes a large number of part-time faculty to cover the same courseload as a full-time faculty member.

Growth in the Proportion of Faculty That Are Part Time

There has also been a growth in the percent of faculty who were part time, from 22 percent in 1970, to 31 percent in 1976, to 40 percent in 1993 (figure 10). In 1993, 64 percent of faculty in 2-year schools were employed part time compared with 29 percent at 4-year institutions (Appendix tables B-2a to B-3a).

Figure 10. Percent of faculty in institutions of higher education who were part time: 50 states and the District of Columbia, selected years, fall 1970-93



SOURCE: U.S. Department of Education, National Center for Education Statistics, *Digest of Education Statistics, 1994*, table 219; and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Public and Private Institution Faculty

Over the period since the 1970s, there was no clear trend in the relative distribution of faculty between public and private faculty in institutions (table 7). While there was some growth in the share of public institutions in the early 1970s, in both 1976 and 1993, about 71 percent of faculty were in public institutions. This reflects the fact that the public share of FTE enrollment has remained about 74 to 76 percent over the period (Integrated Postsecondary Education Data System (IPEDS), "Fall Enrollment" survey in *Digest of Education Statistics, 1994*, table 196).

Women Faculty

In the early decades of the 20th century, the percent of faculty who were women averaged about 20 percent and then increased to 28 percent by 1940. In the large expansion of faculty that occurred after World War II, women as a percent of the total declined somewhat, falling from 28 percent of the total in 1940 to 22 percent by 1960. Increases then occurred in the 1970s, and by 1980 women were 29 percent of the total (Appendix table E-1). In 1993, women were 39 percent of the total faculty (table 8).

Between 1976 and 1993 the number of women faculty increased by 105 percent compared with an increase of 22 percent for men faculty (calculated from table 8)

Women in Part-Time Faculty Positions

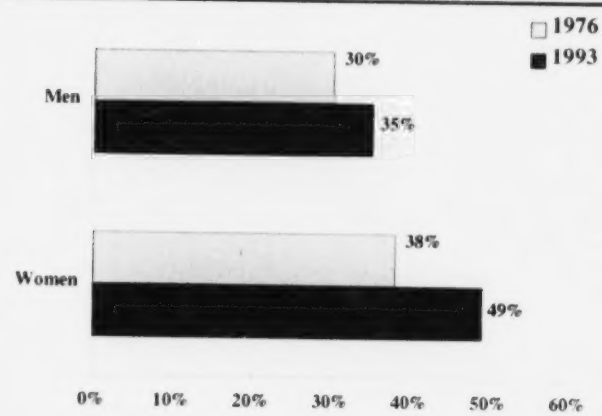
Women make up a larger proportion of the part-time faculty than of the full-time faculty, and the relative increase for females between 1976 and 1993 is greater among part-time than full-time faculty. Women increased by 70 percent among full-time faculty and 163 percent among part-time faculty. In 1993, of the full-time faculty, 33 percent were women, and among part-time faculty, 47 percent were women (table 8). While only 35 percent of men faculty were part time, almost half (49 percent) of women faculty were employed part time (figure 11). Women also make up a larger portion of the 2-year faculty than men (48 percent compared with 34 percent of 4-year faculty) (Appendix tables B-2a and B-3a).

Almost half of women faculty were part time

Table 8. Number of full- and part-time faculty in institutions of higher education: 50 states and the District of Columbia, fall 1976-93

Year	Total	Men	Women	Percent of total who are women	Full time				Part time			
					Total	Men	Women	Percent of total who are women	Total	Men	Women	Percent of total who are women
1976	633,210	460,553	172,657	27%	434,071	326,824	107,247	25%	199,139	133,729	65,410	33%
1989	824,220	534,254	289,966	35	524,426	366,163	158,263	30	299,794	168,091	131,703	44
1991	826,252	525,599	300,653	36	535,623	366,213	169,410	32	290,629	159,386	131,243	45
1993	915,474	561,123	354,351	39	545,706	363,430	182,276	33	369,768	197,693	172,075	47

Figure 11. Percent of men and women faculty in institutions of higher education who were part time: 50 states and the District of Columbia, fall 1976 and 1993



SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Fall Staff" survey, 1976; Integrated Postecondary Education Data System (IPEDS), "Fall Staff" survey, 1976 and 1989-93.

Distribution of Faculty by Race/Ethnicity

All minority groups have increased their share of higher education faculty since the mid-1970s (table 9). Overall, minorities increased from 8.3 percent to 13.9 percent of all faculty over the period. The largest increase was among Asian or Pacific Islander faculty, who grew from 2.2 percent in 1975 to about 4.6 percent in 1993. Blacks increased their share slightly, from 4.4 to 4.7 percent over the period. Hispanics have increased from 1.4 to 2.2 percent and American Indians or Alaskan Natives from 0.2 to 0.4 percent.

The largest increases have been among Asian or Pacific Islander faculty

One factor influencing the comparison of 1993 with earlier years is that "nonresident alien" was added as a race/ethnicity category in 1993. In previous years, members of this group were distributed in the appropriate race/ethnicity category. The addition of this category will have the effect of decreasing some of the individual categories such as Asian or Pacific Islander (table 9).

Nonresident aliens have become a large percentage of the doctoral degree recipients in the United States, going from 11 percent in 1975 to 27 percent in 1993 (Appendix table E-2). Since only a portion of foreign doctorates obtain U.S. faculty positions (Ries and Thurgood, 1993, Summary Report 1991; Doctorate Recipients from the United States Universities, National Research Council, table 14), and a potential faculty member who was a nonresident alien as a graduate student may become a resident by the time he or she is a faculty member, there are far fewer faculty who are nonresident aliens (2.0 percent in 1993) than might be expected from the distribution of doctoral degree recipients.

Table 9. Percent distribution of full-time faculty in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1975-93

Academic year	Total full-time faculty	White, non-Hispanic	Minorities						Women
			Total	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	
1975-76....	435,000[1]	91.7	8.3	4.4	1.4	2.2	0.2	NA	24.7
1989-90....	524,426	88.5	11.5	4.5	2.0	4.7	0.3	NA	30.3
1991-92....	535,623	87.7	12.3	4.7	2.2	5.1	0.3	NA	31.8
1993-94....	545,706	85.9	13.9	4.7	2.2	4.6	0.4	2.0	33.4

NA = Not available; 1993 was the first year that nonresident aliens was a separate staff category. There were also 0.2 percent in the race unknown category in 1993. Prior to 1991 nonresident aliens were included in the appropriate race/ethnicity category.

[1]Estimated number.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975-1991, U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Representation of Faculty by Race/Ethnicity Relative to Student Enrollment

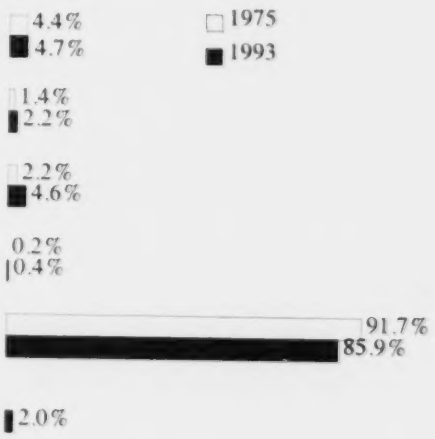
Over one-fourth of undergraduates were minorities. Among full-time faculty, 14 percent were minorities and among part-time faculty, 15 percent were minorities

An issue of increasing concern with regard to educational opportunity is the underrepresentation of minority faculty relative to student enrollment, especially undergraduate enrollment. In 1993, the proportions of undergraduate students who were black and American Indian or Alaskan Native were about double that of full-time faculty in these groups. Blacks were 10.5 percent of all undergraduates, 6.7 percent of bachelor's completers, and 4.7 percent of full-time faculty. Native Americans were 0.9 percent of undergraduates, 0.5 percent of bachelor's degree completers, and 0.4 percent of faculty (figure 12).

Although the proportion of Hispanic faculty increased from 1.4 to 2.2 percent over the period since the mid-1970s, Hispanic undergraduate enrollment increased from 3.8 percent in 1976 to 7.5 percent in 1993. Hispanics were awarded about 4 percent of bachelor's degrees awarded in 1993.

Figure 12. Percent distribution of full-time faculty and total undergraduate fall enrollment and bachelor's degree completions in institutions of higher education, by race/ethnicity: 50 states and the District of Columbia, fall 1975, 1976, and 1993

Percent distribution					Percent of full-time faculty
1976 Fall Enrollment (N = 9,419,000)	1976 BA Completions (N = 917,900)	1993 Fall Enrollment (N = 12,324,000)	1993 BA Completions (N = 1,142,562)		
10.0%	6.4%	10.5%	6.7%	Black, non-Hispanic	4.4% / 4.7%
3.8	2.0	7.5	3.9	Hispanic	1.4% / 2.2%
1.8	1.5	5.1	4.4	Asian or Pacific Islander	2.2% / 4.6%
0.7	0.4	0.9	0.5	American Indian or Alaskan Native	0.2% / 0.4%
82.1	88.0	73.8	81.7	White, non-Hispanic	91.7% / 85.9%
1.5	1.7	2.1	2.8	Nonresident alien	2.0%



NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1975; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993, and "Fall Enrollment" survey, 1993, and "Completions" survey, 1993; and High Education General Information Survey (HEGIS), "Fall Enrollment" survey, 1976.

Asian or Pacific Islander undergraduate enrollment went from 1.8 percent of the total in 1976 to 5.1 percent in 1993. Faculty increases went from 2.2 to 4.6 percent. Whites were a higher proportion among faculty than among students, being 86 percent of faculty and 73 percent of undergraduates in 1993.

Since a majority of faculty members hold doctoral degrees, the supply of potential faculty by race/ethnicity is related to the distribution of Ph.D. degrees awarded (College Entrance Examination Board, Annual Survey of Colleges, 1994-95). Appendix table E-2 gives the distribution of doctorates by race/ethnicity from 1976 to 1993. In 1993, 3.2 percent of doctorates were awarded to blacks, 2.0 percent to Hispanics, 3.8 percent to Asians or Pacific Islanders, 0.3 percent to American Indians or Alaskan Natives, and 27.3 percent to nonresident aliens.

Tenure Status of Faculty

Tenure status of faculty is influenced by the age distribution of faculty and prior hiring patterns. In 1993 just over half of all full-time faculty (51 percent) were tenured, and another 21 percent were on a tenure track but not yet tenured (Appendix table B-7a). Over one-fourth (28 percent) were non-tenured and were not on a tenure track.

While the percent of those having tenure has not changed over the period since the mid-1970s, the percent who were not on a tenure track has risen. Correspondingly, there has been a decline in the percent on a tenure track but not yet tenured. For example, 18 percent of whites were not on a tenure track in 1975, compared with 27 percent in 1993, and the percent not having tenure but on track has declined, going from 28 to 20 percent over the same period (table 10).

There has been an increase in the percent of faculty not on tenure track

Table 10. Percent distribution of tenure status of full-time faculty in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1975-93

Tenure status	White, non-Hispanic	Minorities					Women
		Total	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	
Tenured							
1975	53.5%	39.2%	36.0%	41.4%	44.2%	38.0%	38.4%
1989	53.3	41.9	41.2	45.0	41.3	42.2	38.0
1991	52.5	39.3	38.4	42.3	38.9	38.6	37.1
1993	53.2	43.3	40.9	45.0	45.2	37.9	37.8
Nontenured, on track							
1975	28.4	36.5	39.3	35.6	31.7	33.3	36.0
1989	20.8	26.6	26.3	25.4	27.8	21.2	26.2
1991	20.9	27.7	27.5	27.5	28.1	24.2	26.6
1993	19.9	26.6	26.9	27.2	26.4	22.3	25.8
Nontenured, not on track							
1975	18.1	24.4	24.7	23.0	24.1	28.6	25.5
1989	25.9	31.4	32.5	29.6	30.9	36.6	35.9
1991	26.6	33.0	34.0	30.2	33.0	37.1	36.2
1993	26.9	30.1	32.2	27.8	28.3	39.6	36.4

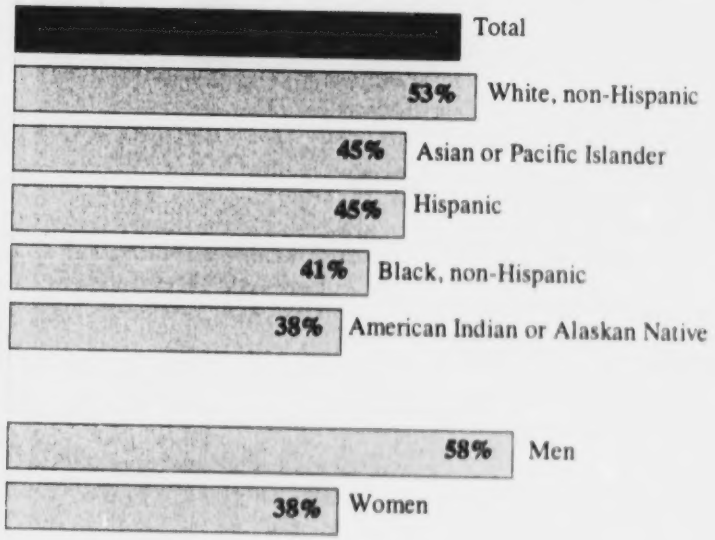
NOTE: EEO-6 data were collected for the 1975-76 academic year.
SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1975-91; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

White full-time faculty were more likely to be tenured than minority faculty (table 10 and figure 13). In 1993, for total minorities, 43 percent had tenure compared with 53 percent of whites. American Indian or Alaskan Natives were the least likely among the racial/ethnic groups to be tenured. The largest percentage of American Indian or Alaskan Natives (40 percent) were in the nontenured, not on tenure track positions.

Full-time faculty who were women were also less likely to have tenure than their male counterparts, and this situation has not changed over the period. In both 1975 and 1993, about 38 percent of women had tenure compared with 58 percent of men (unpublished EEO-6 tabulations). The employment of women in the non-tenure-track role has increased from 26 percent in 1975 to 36 percent in 1993.

Women and minorities were more likely to be in non-tenure-track positions

Figure 13. Percent of full-time faculty with tenure in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1993



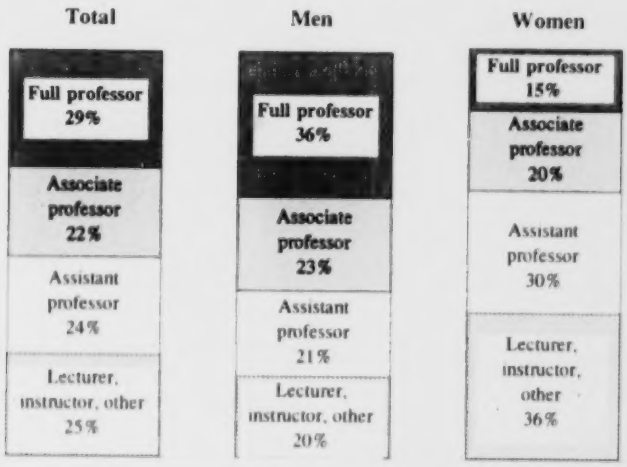
SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Faculty Rank

Overall about 29 percent of full-time faculty had the rank of full professor; 22 percent, associate professor; 24 percent, assistant professor; and 25 percent, lecturer, instructor, or other faculty (figure 14). Considerable differences exist in the distribution by sex. Only about 15 percent of women faculty were full professors (compared with 36 percent of men faculty).

Only 15 percent of women full-time faculty were full professors

Figure 14. Percent distribution of full-time faculty in institutions of higher education, by rank and sex: 50 states and the District of Columbia, fall 1993



SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

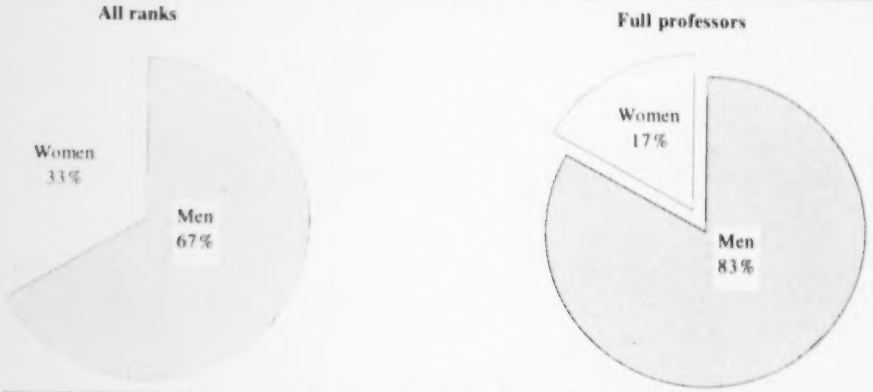
Distribution by race/ethnicity. Blacks make up about 4.7 percent of all full-time faculty and 2.9 percent of full professors (figure 15). Hispanics were 2.2 percent of full-time faculty and 1.5 percent of full professors. American Indian or Alaskan Natives were 0.2 percent of full professors and 0.4 percent of full-time faculty.

Blacks, Hispanics, and Native Americans were a lower proportion of full professors than of total faculty

Among the minority groups, Asians or Pacific Islanders were the only group to be about the same percentage of the total among full professors as among all faculty. Asians were about 4.6 percent of all full-time faculty and 4.5 percent of full professors.

In part, the disparity in distribution by rank may be related to the fact that women and minorities have been hired more recently than men and whites. Examination of the percentage distribution of full professors in 1981 (the first time that rank data are available from EEO-6) and 1993 shows some very small growth in the minority share of full professors (table 11). Blacks, Hispanics, and Asians have each increased slightly (blacks from 2.1 to 2.9 percent, Hispanics from 1.0 to 1.5 percent, and Asians from 3.3 to 4.5 percent) in their representation among full professors. Women have also had a growth in the percentage they were of full professors, from 10 percent in 1981 to 17 percent in 1993 (1981 data not shown).

Figure 15. Percent distribution of full-time faculty in institutions of higher education, by sex and race/ethnicity among all ranks and among full professors: 50 states and the District of Columbia, fall 1993



	Percent among all ranks	Percent among full professors
Women	33.4%	17.0%
Men	66.6	83.0
White, non-Hispanic	85.9	90.2
Black, non-Hispanic	4.7	2.9
Hispanic	2.2	1.5
Asian or Pacific Islander	4.6	4.5
American Indian or Alaskan Native	0.4	0.2

NOTE: Because of rounding, percents may not add to 100. In 1993, 2.2 percent of full-time faculty were classified as nonresident aliens.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table 11. Number and percent distribution of full-time instructional faculty in institutions of higher education, by race/ethnicity and academic rank: 50 states and the District of Columbia, fall 1981, 1991, and 1993

Academic year	Number						Percent distribution				
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native
1981											
All ranks	451,558	410,345	18,540	6,899	14,489	1,285	90.9%	4.1%	1.5%	3.2%	0.3%
Professors	115,210	107,690	2,396	1,166	3,759	199	93.5	2.1	1.0	3.3	0.2
Associate professors	105,584	96,959	3,576	1,438	3,262	349	91.8	3.4	1.4	3.1	0.3
Assistant professors	110,974	99,154	5,419	1,771	4,349	281	89.3	4.9	1.6	3.9	0.3
Instructors	81,225	72,438	5,062	1,883	1,538	304	89.2	6.2	2.3	1.9	0.4
Lecturers	8,359	7,486	431	143	273	26	89.6	5.2	1.7	3.3	0.3
Other faculty	30,206	26,618	1,656	498	1,308	126	88.1	5.5	1.6	4.3	0.4
1991											
All ranks	520,324	456,222	24,516	11,422	26,510	1,654	87.7	4.7	2.2	5.1	0.3
Professors	144,341	132,065	3,572	2,038	6,371	295	91.5	2.5	1.4	4.4	0.2
Associate professors	116,631	103,918	4,942	2,107	5,391	273	89.1	4.2	1.8	4.6	0.2
Assistant professors	126,344	106,557	7,524	3,246	8,649	368	84.3	6.0	2.6	6.8	0.3
Instructors	78,082	67,539	5,223	2,532	2,326	462	86.6	6.7	3.1	3.0	0.6
Lecturers	11,275	9,603	739	397	483	53	85.2	6.6	3.5	4.3	0.5
Other faculty	43,651	36,540	2,516	1,102	3,290	203	83.7	5.8	2.5	7.5	0.5
1993											
All ranks	545,706	468,770	25,658	12,076	25,269	1,997	85.9	4.7	2.2	4.6	0.4
Professors	157,253	141,848	4,526	2,387	7,033	352	90.2	2.9	1.5	4.5	0.2
Associate professors	120,696	106,017	5,326	2,291	5,471	283	87.8	4.4	1.9	4.5	0.2
Assistant professors	129,159	105,091	7,686	3,387	7,586	431	81.4	6.0	2.6	5.9	0.3
Instructors	67,700	56,900	4,712	2,260	2,143	610	84.0	7.0	3.3	3.2	0.9
Lecturers	13,714	11,292	839	418	557	56	82.3	6.1	3.0	4.1	0.4
Other faculty	57,184	47,622	2,569	1,333	2,479	265	83.3	4.5	2.3	4.3	0.5

NOTE: EEO-6 data for 1981, and 1991 were not imputed for nonresponding institutions. The number of institutions reporting varies by year: 3,032 in 1981; 3,285 in 1991; and 3,670 in 1993. Rank data are not available from EEO-6 prior to 1981. Race/ethnicity categories used in 1993 and not included in the table were nonresident alien (10,829 or 2.0 percent of total) and unknown race/ethnicity (1,107 or 0.2 percent). In previous years, nonresident aliens were distributed in the appropriate race/ethnicity groups. For this reason, percent distribution for 1993 will not add to 100.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1981 and 1991; and U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" surveys, 1993.

3. New Hires in Institutions of Higher Education

Overall the reported numbers of newly hired staff were less in 1993 than in the other years examined (unpublished EEO-6 tabulations 1977, 1979, 1981, 1985 and 1991). In 1977 the level was about 133,241 total new hires, and in 1985 it was 118,047. In 1991 there were 99,982 new hires, and in 1993 there were about the same number (99,763). It should also be noted that the number of institutions varies by year, and there were fewer institutions in 1977 than in 1993 (3,031 compared with 3,670 in 1993) (figure 16).

The level of IHE total new full-time hires has fallen since the 1970s and 1980s

Comparing the two points for 1977 and 1993, we see that the number of new hires in the occupational categories of clerical and secretarial, skilled crafts, and service/maintenance were much higher in 1977, that is, between 45 and 53 percent lower in 1993. Only the executive/administrative/managerial and the professional (support/service) categories were slightly higher in 1993 than in 1977.

Figure 16. Number and percent distribution of new full-time hires* in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1977 and 1993

Percent of total 1977	1977 (3,031 institutions)	1993 (3,670 institutions)	Percent of total 1993	Percent change 1977-93
	ALL			
100%	133,241	99,763	100%	-25%
	Executive/administrative/managerial			
4	5,146	5,415	5	5
	Faculty			
28	37,302	34,557	35	-7
	Professional (support/service)			
16	21,716	23,555	24	8
	Technical/paraprofessional			
9	11,992	9,080	9	-24
	Secretarial/clerical			
27	35,371	16,738	17	-53
	Skilled crafts			
2	2,732	1,504	2	-45
	Service/maintenance			
14	18,982	8,914	9	-53

SOURCE: Unpublished data from U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1977; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

*Newly hired include those new to the specific institution, not necessarily new to higher education. See page 4 for definition.

The level of new hires reported for full-time faculty has fluctuated between 32,000 and 41,000 over the period since the mid-1970s (see table 12 and Appendix table E-3). There were about 34,557 full-time faculty new hires in 1993.

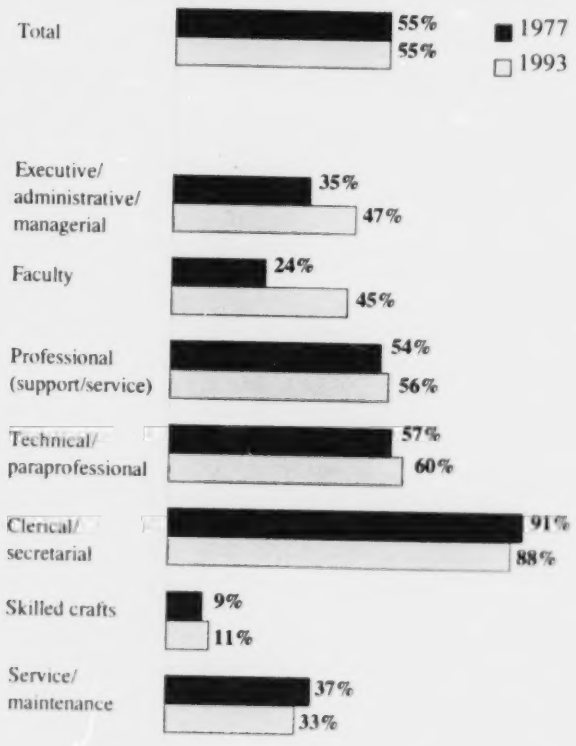
Among faculty, new hire levels have fluctuated between 32,000 and 41,000 since the mid-1970s

Distribution of New Hires by Sex

While overall the percent of new hires who were women was the same in 1977 as in 1993 (55 percent), notable changes have occurred in the distribution by occupation. In 1977, only 24 percent of faculty hires were women, and in 1993, 45 percent were women (figure 17). Increases in women as a percent of the new hires also occurred in the executive/administrative/managerial occupational category, increasing from 35 percent to 47 percent, and in the skilled craft category, increasing from 9 to 11 percent. These increases in female hires were offset by the large declines in the number of new hires in the clerical/secretarial occupation, which is mostly female (88 percent of new hires in 1993).

Women have grown substantially as a portion of the newly hired faculty

Figure 17. Percent of women new full-time hires in institutions of higher education, by primary occupation: 50 states and the District of Columbia, fall 1977 and 1993

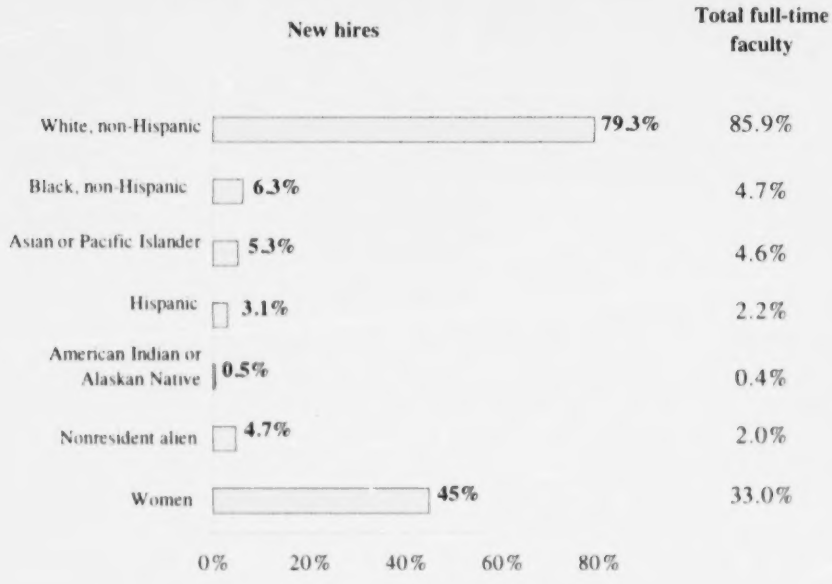


SOURCE: Unpublished data from U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" survey, 1977; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Full-Time Faculty New Hires by Race/Ethnicity

In 1993 the minority groups taken together (including nonresident aliens), were about 19.9 percent of the newly hired faculty. Overall they were a somewhat higher proportion of new hires than of total faculty (13.9 percent). For example, blacks were 6.3 percent of new hires and 4.7 percent of total full-time faculty (figure 18).

Figure 18. Percent distribution of new full-time hires and total full-time faculty in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1993



NOTE: Because of rounding, percents may not add to 100.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

New faculty hires relative to net gain in faculty. The extent to which new hires result in a net gain of faculty is impacted by a number of factors, including retirements and other exits from academia, as well as the level of moving from institution to institution. A portion of the new faculty hired each year represents transfers of faculty among institutions. Estimates of the total number of new faculty hires over the 10-year period of 1981 to 1991 were made by Carter and O'Brien (1993) using the EEO-6 data for the odd years and estimating the even year new hires. They found an estimated total of about 390,466 new full-time hires between 1981 and 1991 and a net gain of about 53,247 (see Appendix table E-3). Overall this is a ratio of about 7 times as many new hires as the net increase in faculty over the period.

Reflective of the fact that representation of minority faculty has grown since the 1970s, between 1981 and 1991 the ratio of new

hires to the net gain is less for minority faculty than for white faculty. The ratios of new hires to net gain was about 2 times for Asians and Hispanics and about 4 times for blacks (Appendix table E-3).

The percent of new hires who were minorities grew from 11 percent in 1977 to 20 percent in 1993

Comparison of 1993 Faculty New Hires Data by Race/Ethnicity With Previous Years' Data

As indicated earlier in this report in the discussion of distribution of total full-time faculty by race/ethnicity, a new separate category was added for nonresident aliens in 1993. This addition must be taken into account when comparing the data to previous years, and the change has more of an impact on the new hire distribution than on that of the total faculty. This is because new hires are more likely to be in the nonresident alien category (4.5 percent of full-time new hires compared with 2.0 percent of full-time total faculty). If one includes the nonresident aliens in the group considered minority, the percent of minority faculty new hires was slightly higher in 1993 than in 1991 (19.8 percent compared with 18.6 percent) (table 12). However, if one looks at the individual categories for Asians, blacks, Hispanics, and American Indians or Alaskan Natives, each declined between 1991 and 1993. For example, the number of Asian or Pacific Islander new hires reported fell from 2,507 in 1991 to 1,838 in 1993. There were about 1,609 reported in the nonresident alien category in 1993.

Comparisons of the numbers over time are also affected by the number of institutions, which ranged from 3,031 in 1977 to 3,670 in 1993.

Table 12. Number of new hires of full-time faculty in institutions of higher education, by race/ethnicity: 50 states and the District of Columbia, selected years, 1977 to 1993

Year	Total	White, non-Hispanic	Minorities						
			Total minority	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Institutions reporting
1977.....	37,302	33,207	4,077	2,004	690	1,264	119	NA	3,031
1989.....	41,157	34,388	6,769	2,675	1,218	2,694	182	NA	3,452
1991.....	33,356	27,159	6,197	2,324	1,200	2,507	166	NA	3,285
1993.....	34,557	27,419	6,874	2,190	1,081	1,838	156	1,609	3,670

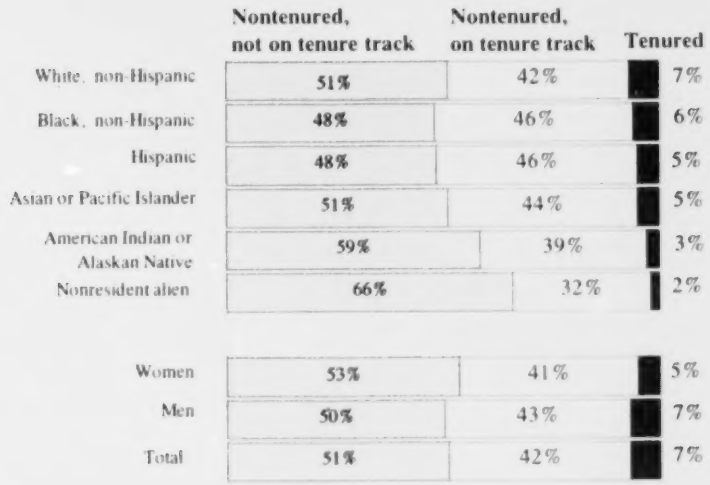
NA = Not available; 1993 was the first year that nonresident aliens was a separate staff category. For this reason, the number of new hires between 1991 and 1993 decreased in certain categories, especially Asian or Pacific Islander. Between 1977 and 1991 number of institutions reporting varies by year; 1993 data were imputed to cover 3,670 institutions. The race/ethnicity unknown category that is excluded from the table had 264 new hires in 1993.

SOURCE: U.S. Equal Employment Opportunity Commission, "EEO-6 Higher Education Staff Information" surveys, 1977, 1989, 1991; U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Tenure Status of New Hires

In 1993 about half (51 percent) of the new full-time faculty hires were not on a tenure track (figure 19). About 42 percent were on track but not yet tenured, and only 7 percent were tenured. This is consistent with the data on the growth in the number of faculty that were in non-tenure-track positions. Among 2-year colleges, a significant portion do not have a tenure system.

Figure 19. Percent distribution of tenure status of newly hired full-time faculty in institutions of higher education, by race/ethnicity and sex: 50 states and the District of Columbia, fall 1993



NOTE: Because of rounding, percents may not add to 100.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

American Indians or Alaskan Natives and nonresident aliens were most likely to be hired as not on tenure track (59 percent and 66 percent, respectively).

Conclusion

These data document the slow growth in the share of higher education professional staff and especially of faculty who are women and minorities over the period since 1970s. They also document changes occurring in the occupational distribution of higher education institutions related to growth of computer technology, decline in clerical/secretarial staff, and increase in support/service professionals. They also show the increased use of part-time faculty and the increased professionalization of the workforce.

Appendix A
Detailed Tables for Postsecondary Institutions

Table A-1. Number of employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,727,504	1,306,005	1,421,499	1,864,524	885,018	979,506	862,980	420,987	441,993
Professional staff	1,777,843	968,213	809,630	1,096,123	608,410	487,713	681,720	359,803	321,917
Executive/administrative/managerial	160,638	89,521	71,117	153,011	86,226	66,785	7,627	3,295	4,332
Faculty (instruction/research)	973,289	587,421	385,868	575,086	376,192	198,894	398,203	211,229	186,974
Instruction/research assistants	203,049	120,507	82,542	NA	NA	NA	203,049	120,507	82,542
Professional (support/service)	440,867	170,764	270,103	368,026	145,992	222,034	72,841	24,772	48,069
Nonprofessional staff	949,661	337,792	611,869	768,401	276,608	491,793	181,260	61,184	120,076
Technical and paraprofessionals	190,502	75,753	114,749	147,610	60,843	86,767	42,892	14,910	27,982
Clerical and secretarial	440,908	51,357	389,551	353,781	32,997	320,784	87,127	18,360	68,767
Skilled crafts	64,280	60,074	4,206	61,092	57,887	3,205	3,188	2,187	1,001
Service/maintenance	230,066	141,639	88,427	189,107	118,792	70,315	40,959	22,847	18,112
Other employees	23,905	8,969	14,936	16,811	6,089	10,722	7,094	2,880	4,214
Public, total	1,844,067	893,432	950,635	1,226,990	591,822	635,168	617,077	301,610	315,467
Professional staff	1,216,360	670,287	546,073	716,167	406,785	309,382	500,193	263,502	236,691
Executive/administrative/managerial	82,861	51,049	31,812	79,550	49,449	30,101	3,311	1,600	1,711
Faculty (instruction/research)	668,576	401,460	267,116	392,994	258,392	134,602	275,582	143,068	132,514
Instruction/research assistants	173,700	102,987	70,713	NA	NA	NA	173,700	102,987	70,713
Professional (support/service)	291,223	114,791	176,432	243,623	98,944	144,679	47,600	15,847	31,753
Nonprofessional staff	627,707	223,145	404,562	510,823	185,037	325,786	116,884	38,108	78,776
Technical and paraprofessionals	133,553	52,376	81,177	100,894	41,265	59,629	32,659	11,111	21,548
Clerical and secretarial	290,290	31,634	258,656	233,726	19,973	213,753	56,564	11,661	44,903
Skilled crafts	46,668	43,583	3,085	44,506	42,095	2,411	2,162	1,488	674
Service/maintenance	150,771	93,046	57,725	127,322	80,062	47,260	23,449	12,984	10,465
Other employees	6,425	2,506	3,919	4,375	1,642	2,733	2,050	864	1,186
Private, nonprofit	801,071	378,875	422,196	584,623	272,848	311,775	216,448	106,027	110,421
Professional staff	498,665	271,604	227,061	340,714	186,165	154,549	157,951	85,439	72,512
Executive/administrative/managerial	63,908	33,103	30,805	60,845	31,803	29,042	3,063	1,300	1,763
Faculty (instruction/research)	266,615	168,439	98,176	163,532	109,517	54,015	103,083	58,922	44,161
Instruction/research assistants	28,254	16,747	11,507	NA	NA	NA	28,254	16,747	11,507
Professional (support/service)	139,888	53,315	86,573	116,337	44,845	71,492	23,551	8,470	15,081
Nonprofessional staff	302,406	107,271	195,135	243,909	86,683	157,226	58,497	20,588	37,909
Technical and paraprofessionals	54,179	22,280	31,899	44,584	18,721	25,863	9,595	3,559	6,036
Clerical and secretarial	146,327	19,073	127,254	116,870	12,672	104,198	29,457	6,401	23,056
Skilled crafts	17,379	16,328	1,051	16,463	15,706	757	916	622	294
Service/maintenance	78,106	47,719	30,387	61,249	38,292	22,957	16,857	9,427	7,430
Other employees	6,415	1,871	4,544	4,743	1,292	3,451	1,672	579	1,093
Private, for profit	82,366	33,698	48,668	52,911	20,348	32,563	29,455	13,350	16,105
Professional staff	62,818	26,322	36,496	39,242	15,460	23,782	23,576	10,862	12,714
Executive/administrative/managerial	13,869	5,369	8,500	12,616	4,974	7,642	1,253	395	858
Faculty (instruction/research)	38,098	17,522	20,576	18,560	8,283	10,277	19,538	9,239	10,299
Instruction/research assistants	1,095	773	322	NA	NA	NA	1,095	773	322
Professional (support/service)	9,756	2,658	7,098	8,066	2,203	5,863	1,690	455	1,235
Nonprofessional staff	19,548	7,376	12,172	13,669	4,888	8,781	5,879	2,488	3,391
Technical and paraprofessionals	2,770	1,097	1,673	2,132	857	1,275	638	240	398
Clerical and secretarial	4,291	650	3,641	3,185	352	2,833	1,106	298	808
Skilled crafts	233	163	70	123	86	37	110	77	33
Service/maintenance	1,189	874	315	536	438	98	653	436	217
Other employees	11,065	4,592	6,473	7,693	3,155	4,538	3,372	1,437	1,935

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-1a. Percent distribution of men and women employees in postsecondary institutions, by primary occupation and by employment status and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,727,504	47.9	52.1	68.4	47.5	52.5	31.6	48.8	51.2
Professional staff	1,777,843	54.5	45.5	61.7	55.5	44.5	38.3	52.8	47.2
Executive/administrative/managerial	160,638	55.7	44.3	95.3	56.4	43.6	4.7	43.2	56.8
Faculty (instruction/research)	973,289	60.4	39.6	59.1	65.4	34.6	40.9	53.0	47.0
Instruction/research assistants	203,049	59.3	40.7	NA	NA	NA	100.0	59.3	40.7
Professional (support/service)	440,867	38.7	61.3	83.5	39.7	60.3	16.5	34.0	66.0
Nonprofessional staff	949,661	35.6	64.4	80.9	36.0	64.0	19.1	33.8	66.2
Technical and paraprofessionals	190,502	39.8	60.2	77.5	41.2	58.8	22.5	34.8	65.2
Clerical and secretarial	440,908	11.6	88.4	80.2	9.3	90.7	19.8	21.1	78.9
Skilled crafts	64,280	93.5	6.5	95.0	94.8	5.2	5.0	68.6	31.4
Service/maintenance	230,066	61.6	38.4	82.2	62.8	37.2	17.8	55.8	44.2
Other employees	23,905	37.5	62.5	70.3	36.2	63.8	29.7	40.6	59.4
Public, total	1,844,067	48.4	51.6	66.5	48.2	51.8	33.5	48.9	51.1
Professional staff	1,216,360	55.1	44.9	58.9	56.8	43.2	41.1	52.7	47.3
Executive/administrative/managerial	82,861	61.6	38.4	96.0	62.2	37.8	4.0	48.3	51.7
Faculty (instruction/research)	668,576	60.0	40.0	58.8	65.7	34.3	41.2	51.9	48.1
Instruction/research assistants	173,700	59.3	40.7	NA	NA	NA	100.0	59.3	40.7
Professional (support/service)	291,223	39.4	60.6	83.7	40.6	59.4	16.3	33.3	66.7
Nonprofessional staff	627,707	35.5	64.5	81.4	36.2	63.8	18.6	32.6	67.4
Technical and paraprofessionals	133,553	39.2	60.8	75.5	40.9	59.1	24.5	34.0	66.0
Clerical and secretarial	290,290	10.9	89.1	80.5	8.5	91.5	19.5	20.6	79.4
Skilled crafts	46,668	93.4	6.6	95.4	94.6	5.4	4.6	68.8	31.2
Service/maintenance	150,771	61.7	38.3	84.4	62.9	37.1	15.6	55.4	44.6
Other employees	6,425	39.0	61.0	68.1	37.5	62.5	31.9	42.1	57.9
Private, nonprofit	801,071	47.3	52.7	73.0	46.7	53.3	27.0	49.0	51.0
Professional staff	498,665	54.5	45.5	68.3	54.6	45.4	31.7	54.1	45.9
Executive/administrative/managerial	63,908	51.8	48.2	96.2	52.3	47.7	4.8	42.4	57.6
Faculty (instruction/research)	256,615	63.2	36.8	61.3	67.0	33.0	38.7	57.2	42.8
Instruction/research assistants	28,254	59.3	40.7	NA	NA	NA	100.0	59.3	40.7
Professional (support/service)	139,888	38.1	61.9	83.2	38.5	61.5	16.8	36.0	64.0
Nonprofessional staff	302,406	35.5	64.5	80.7	35.5	64.5	19.3	35.2	64.8
Technical and paraprofessionals	54,179	41.1	58.9	82.3	42.0	58.0	17.7	37.1	62.9
Clerical and secretarial	146,327	13.0	87.0	79.9	10.8	89.2	20.1	21.7	78.3
Skilled crafts	17,379	94.0	6.0	94.7	95.4	4.6	5.3	67.9	32.1
Service/maintenance	78,106	61.1	38.9	78.4	62.5	37.5	21.6	55.9	44.1
Other employees	6,415	29.2	70.8	73.9	27.2	72.8	26.1	34.6	65.4
Private, for profit	82,366	40.9	59.1	64.2	38.5	61.5	35.8	45.3	54.7
Professional staff	62,818	41.9	58.1	62.5	39.4	60.6	37.5	46.1	53.9
Executive/administrative/managerial	13,869	38.7	61.3	91.0	39.4	60.6	9.0	31.5	68.5
Faculty (instruction/research)	38,098	46.0	54.0	48.7	44.6	55.4	51.3	47.3	52.7
Instruction/research assistants	1,095	70.6	29.4	NA	NA	NA	100.0	70.6	29.4
Professional (support/service)	9,756	27.2	72.8	82.7	27.3	72.7	17.3	26.9	73.1
Nonprofessional staff	19,548	37.7	62.3	69.9	35.8	64.2	30.1	42.3	57.7
Technical and paraprofessionals	2,770	39.6	60.4	77.0	40.2	59.8	23.0	37.6	62.4
Clerical and secretarial	4,291	15.1	84.9	74.2	11.1	88.9	25.8	26.9	73.1
Skilled crafts	233	70.0	30.0	52.8	69.9	30.1	47.2	70.0	30.0
Service/maintenance	1,189	73.5	26.5	45.1	81.7	18.3	54.9	66.8	33.2
Other employees	11,065	41.5	58.5	69.5	41.0	59.0	30.5	42.6	57.4

NA = Not applicable.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-1b. Number and percent distribution of professional and nonprofessional employees in postsecondary institutions, by primary occupation, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	Percent of total	Total men	Percent of men	Total women	Percent of women
Total	2,727,504		1,306,005	47.9	1,421,499	52.1
Professional staff	1,777,843	100.0	968,213	100.0	809,630	100.0
Executive/administrative/managerial	160,638	9.0	89,521	9.2	71,117	8.8
Faculty (instruction/research)	973,289	54.7	587,421	60.7	385,868	47.7
Instruction/research assistants	203,049	11.4	120,507	12.4	82,542	10.2
Professional (support/service)	440,867	24.8	170,764	17.6	270,103	33.4
Nonprofessional staff	949,661	100.0	337,792	100.0	611,869	100.0
Technical and paraprofessionals	190,502	20.1	75,753	22.4	114,749	18.8
Clerical and secretarial	440,908	46.4	51,357	15.2	389,551	63.7
Skilled crafts	64,280	6.8	60,074	17.8	4,206	0.7
Service/maintenance	230,066	24.2	141,639	41.9	88,427	14.5
Other employees	23,905	2.5	8,969	2.7	14,936	2.4
Public, total	1,844,067		893,432	48.4	950,635	51.6
Professional staff	1,216,360	100.0	670,287	100.0	546,073	100.0
Executive/administrative/managerial	82,861	6.8	51,049	7.6	31,812	5.8
Faculty (instruction/research)	668,576	55.0	401,460	59.9	267,116	48.9
Instruction/research assistants	173,700	14.3	102,987	15.4	70,713	12.9
Professional (support/service)	291,223	23.9	114,791	17.1	176,432	32.3
Nonprofessional staff	627,707	100.0	223,145	100.0	404,562	100.0
Technical and paraprofessionals	133,553	21.3	52,376	23.5	81,177	20.1
Clerical and secretarial	290,290	46.2	31,634	14.2	258,656	63.9
Skilled crafts	46,668	7.4	43,583	19.5	3,085	0.8
Service/maintenance	150,771	24.0	93,046	41.7	57,725	14.3
Other employees	6,425	1.0	2,506	1.1	3,919	1.0
Private, nonprofit	801,071		378,875	47.3	422,196	52.7
Professional staff	488,665	100.0	271,604	100.0	227,061	100.0
Executive/administrative/managerial	63,908	12.8	33,103	12.2	30,805	13.6
Faculty (instruction/research)	266,615	53.5	168,439	62.0	98,176	43.2
Instruction/research assistants	28,254	5.7	16,747	6.2	11,507	5.1
Professional (support/service)	139,888	28.1	53,315	19.6	86,573	38.1
Nonprofessional staff	302,406	100.0	107,271	100.0	195,135	100.0
Technical and paraprofessionals	54,179	17.9	22,280	20.8	31,899	16.3
Clerical and secretarial	146,327	48.4	19,073	17.8	127,254	65.2
Skilled crafts	17,379	5.7	16,328	15.2	1,051	0.5
Service/maintenance	78,106	25.8	47,719	44.5	30,387	15.6
Other employees	6,415	2.1	1,871	1.7	4,544	2.3
Private, for profit	82,366		33,698	40.9	48,668	59.1
Professional staff	62,818	100.0	26,322	100.0	36,496	100.0
Executive/administrative/managerial	13,869	22.1	5,369	20.4	8,500	23.3
Faculty (instruction/research)	38,098	60.6	17,522	66.6	20,576	56.4
Instruction/research assistants	1,095	1.7	773	2.9	322	0.9
Professional (support/service)	9,756	15.5	2,658	10.1	7,098	19.4
Nonprofessional staff	19,548	100.0	7,376	100.0	12,172	100.0
Technical and paraprofessionals	2,770	14.2	1,097	14.9	1,673	13.7
Clerical and secretarial	4,291	22.0	650	8.8	3,641	29.9
Skilled crafts	233	1.2	163	2.2	70	0.6
Service/maintenance	1,189	6.1	874	11.8	315	2.6
Other employees	11,065	56.6	4,592	62.3	6,473	53.2

NOTE: Because of rounding, details may not add to totals. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-1c. Percent distribution of all employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,727,504	1,306,005	1,421,499	1,864,524	885,018	979,506	862,980	420,987	441,993
Professional staff	65.2	74.1	57.0	58.8	68.7	49.8	79.0	85.5	72.8
Executive/administrative/managerial	5.9	6.9	5.0	6.2	9.7	6.8	0.9	0.8	1.0
Faculty (instruction/research)	35.7	45.0	27.1	30.8	42.5	20.3	46.1	50.2	42.3
Instruction/research assistants	7.4	9.2	5.8	NA	NA	NA	23.5	28.6	18.7
Professional (support/service)	16.2	13.1	19.0	19.7	16.5	22.7	8.4	5.9	10.9
Nonprofessional staff	34.8	25.9	43.0	41.2	31.3	50.2	21.0	14.5	27.2
Technical and paraprofessionals	7.0	5.8	8.1	7.9	6.9	8.9	5.0	3.5	6.3
Clerical and secretarial	16.2	3.9	27.4	19.0	3.7	32.7	10.1	4.4	15.6
Skilled crafts	2.4	4.6	0.3	3.3	6.5	0.3	0.4	0.5	0.2
Service/maintenance	8.4	10.8	6.2	10.1	13.4	7.2	4.7	5.4	4.1
Other employees	0.9	0.7	1.1	0.9	0.7	1.1	0.8	0.7	1.0
Public, total	1,844,067	893,432	950,635	1,226,990	591,822	635,168	617,077	301,610	315,467
Professional staff	66.0	75.0	57.4	58.4	68.7	48.7	81.1	87.4	75.0
Executive/administrative/managerial	4.5	5.7	3.3	6.5	8.4	4.7	0.5	0.5	0.5
Faculty (instruction/research)	36.3	44.9	28.1	32.0	43.7	21.2	44.7	47.4	42.0
Instruction/research assistants	9.4	11.5	7.4	NA	NA	NA	28.1	34.1	22.4
Professional (support/service)	15.8	12.8	18.6	19.9	16.7	22.8	7.7	5.3	10.1
Nonprofessional staff	34.0	25.0	42.6	41.6	31.3	51.3	18.9	12.6	25.0
Technical and paraprofessionals	7.2	5.9	8.5	8.2	7.0	9.4	5.3	3.7	6.8
Clerical and secretarial	15.7	3.5	27.2	19.0	3.4	33.7	9.2	3.9	14.2
Skilled crafts	2.5	4.9	0.3	3.6	7.1	0.4	0.4	0.5	0.2
Service/maintenance	8.2	10.4	6.1	10.4	13.5	7.4	3.8	4.3	3.3
Other employees	0.3	0.3	0.4	0.4	0.3	0.4	0.3	0.3	0.4
Private, nonprofit	801,071	378,875	422,196	584,623	272,848	311,775	216,448	106,027	110,421
Professional staff	62.2	71.7	53.8	58.3	68.2	49.6	73.0	80.6	65.7
Executive/administrative/managerial	8.0	8.7	7.3	10.4	11.7	9.3	1.4	1.2	1.6
Faculty (instruction/research)	33.3	44.5	23.3	28.0	40.1	17.3	47.6	55.6	40.0
Instruction/research assistants	3.5	4.4	2.7	NA	NA	NA	13.1	15.8	10.4
Professional (support/service)	17.5	14.1	20.5	19.9	16.4	22.9	10.9	8.0	13.7
Nonprofessional staff	37.8	28.3	46.2	41.7	31.8	50.4	27.0	19.4	34.3
Technical and paraprofessionals	6.8	5.9	7.6	7.6	6.9	8.3	4.4	3.4	5.5
Clerical and secretarial	18.3	5.0	30.1	20.0	4.6	33.4	13.6	6.0	20.9
Skilled crafts	2.2	4.3	0.2	2.8	5.8	0.2	0.4	0.6	0.3
Service/maintenance	9.8	12.6	7.2	10.5	14.0	7.4	7.8	8.9	6.7
Other employees	0.8	0.5	1.1	0.8	0.5	1.1	0.8	0.5	1.0
Private, for profit	82,366	33,698	48,668	52,911	20,348	32,563	29,455	13,350	16,105
Professional staff	76.3	78.1	75.0	74.2	76.0	73.0	80.0	81.4	78.9
Executive/administrative/managerial	16.8	15.9	17.5	23.8	24.4	23.5	4.3	3.0	5.3
Faculty (instruction/research)	46.3	52.0	42.3	35.1	40.7	31.6	66.3	69.2	63.9
Instruction/research assistants	1.3	2.3	0.7	NA	NA	NA	3.7	5.8	2.0
Professional (support/service)	11.8	7.9	14.6	15.2	10.8	18.0	5.7	3.4	7.7
Nonprofessional staff	23.7	21.9	25.0	25.8	24.0	27.0	20.0	18.6	21.1
Technical and paraprofessionals	3.4	3.3	3.4	4.0	4.2	3.9	2.2	1.8	2.5
Clerical and secretarial	5.2	1.9	7.5	6.0	1.7	8.7	3.8	2.2	5.0
Skilled crafts	0.3	0.5	0.1	0.2	0.4	0.1	0.4	0.6	0.2
Service/maintenance	1.4	2.6	0.6	1.0	2.2	0.3	2.2	3.3	1.3
Other employees	13.4	13.6	13.3	14.5	15.5	13.9	11.4	10.8	12.0

NA = Not applicable

NOTE: For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-1d. Percent distribution of full-time and part-time employees in postsecondary institutions, by primary occupation, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Full time			Part time		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	14.0	14.2	13.7	1.1	0.9	1.3
Faculty (instruction/research)	52.5	61.8	40.8	58.4	58.7	58.1
Instruction/research assistants	NA	NA	NA	29.8	33.5	25.6
Professional (support/service)	33.6	24.0	45.5	10.7	6.9	14.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.2	22.0	17.6	23.7	24.4	23.3
Clerical and secretarial	46.0	11.9	65.2	48.1	30.0	57.3
Skilled crafts	8.0	20.9	0.7	1.8	3.6	0.8
Service/maintenance	24.6	42.9	14.3	22.6	37.3	15.1
Other employees	2.2	2.2	2.2	3.9	4.7	3.5
Public, total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	11.1	12.2	9.7	0.7	0.6	0.7
Faculty (instruction/research)	54.9	63.5	43.5	55.1	54.3	56.0
Instruction/research assistants	NA	NA	NA	34.7	39.1	29.9
Professional (support/service)	34.0	24.3	46.8	9.5	6.0	13.4
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.8	22.3	18.3	27.9	29.2	27.4
Clerical and secretarial	45.8	10.8	65.6	48.4	30.6	57.0
Skilled crafts	8.7	22.7	0.7	1.8	3.9	0.9
Service/maintenance	24.9	43.3	14.5	20.1	34.1	13.3
Other employees	0.9	0.9	0.8	1.8	2.3	1.5
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	17.9	17.1	18.8	1.9	1.5	2.4
Faculty (instruction/research)	48.0	58.8	35.0	65.3	69.0	60.9
Instruction/research assistants	NA	NA	NA	17.9	19.6	15.9
Professional (support/service)	34.1	24.1	46.3	14.9	9.9	20.8
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	18.3	21.6	16.4	16.4	17.3	15.9
Clerical and secretarial	47.9	14.6	66.3	50.4	31.1	60.8
Skilled crafts	6.7	18.1	0.5	1.6	3.0	0.8
Service/maintenance	25.1	44.2	14.6	28.8	45.8	19.6
Other employees	1.9	1.5	2.2	2.9	2.8	2.9
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	32.1	32.2	32.1	5.3	3.6	6.7
Faculty (instruction/research)	47.3	53.6	43.2	82.9	85.1	81.0
Instruction/research assistants	NA	NA	NA	4.6	7.1	2.5
Professional (support/service)	20.6	14.2	24.7	7.2	4.2	9.7
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	15.6	17.5	14.5	10.9	9.6	11.7
Clerical and secretarial	23.3	7.2	32.3	18.8	12.0	23.8
Skilled crafts	0.9	1.8	0.4	1.9	3.1	1.0
Service/maintenance	3.9	9.0	1.1	11.1	17.5	6.4
Other employees	56.3	64.5	51.7	57.4	57.8	57.1

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-1e. Percent change in the number of employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991 and 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2.5	2.0	2.9	1.4	2.0	-0.8	11.9	11.6	12.2
Professional staff	5.0	2.9	7.6	0.0	-2.0	2.5	14.2	12.3	16.4
Executive/administrative/managerial	-1.2	3.8	2.3	1.5	4.2	2.1	5.0	5.1	5.0
Faculty (instruction/research)	8.9	5.0	15.4	0.2	-2.3	5.5	24.4	21.2	28.3
Instruction/research assistants	2.6	1.1	4.9	NA	NA	NA	2.6	1.1	4.9
Professional (support/service)	0.4	0.9	0.1	0.2	0.4	0.1	1.5	4.1	0.1
Nonprofessional staff	-2.0	-0.4	-2.8	-3.3	-2.1	-4.0	4.1	6.0	2.2
Technical and paraprofessionals	-19.0	5.6	-25.9	0.2	-2.0	1.0	50.8	18.1	-59.5
Clerical and secretarial	6.6	11.2	6.0	4.9	3.4	5.6	107.8	28.6	148.8
Skilled crafts	-3.5	-3.3	-6.6	-3.7	-3.4	-7.9	-0.8	-0.3	-2.1
Service/maintenance	-4.4	-2.8	-6.9	-6.4	-4.9	-8.9	6.3	10.2	1.8
Other employees[1]	92.6	85.9	96.8	83.6	71.6	91.1	117.9	125.7	112.9
Public, total	1.7	1.3	2.2	-2.7	-3.2	-2.3	12.0	11.5	12.4
Professional staff	5.2	3.2	7.7	-0.8	-2.5	1.4	15.2	13.3	17.3
Executive/administrative/managerial	-3.9	-5.7	-1.0	-4.5	-6.2	-1.5	11.6	14.7	8.8
Faculty (instruction/research)	11.5	7.2	16.9	0.6	-2.1	6.2	32.1	29.3	35.3
Instruction/research assistants	0.1	1.2	1.9	NA	NA	NA	0.1	-1.2	1.9
Professional (support/service)	-2.0	-1.6	-2.3	1.8	-1.4	-2.0	3.3	-2.6	-3.6
Nonprofessional staff	-4.3	-3.9	-4.5	-5.3	-4.7	-5.6	0.1	0.3	0.0
Technical and paraprofessionals	-17.6	-6.1	-23.7	-1.6	4.3	0.4	-45.2	-12.0	-54.1
Clerical and secretarial	3.9	1.9	4.1	-6.0	-11.1	-6.4	83.2	7.5	124.2
Skilled crafts	-3.7	-3.7	-3.6	-4.3	-4.1	-7.7	10.6	9.1	14.2
Service/maintenance	-6.5	-5.3	-8.4	-7.6	-6.3	-9.6	-0.1	1.8	-2.4
Other employees[1]	36.4	29.4	41.2	15.7	8.0	20.9	120.0	107.2	130.3
Private, nonprofit	4.3	4.6	4.1	2.1	2.2	2.0	10.9	11.3	10.5
Professional staff	6.7	4.6	9.3	4.6	2.5	7.3	11.5	9.5	14.0
Executive/administrative/managerial	3.7	0.4	7.5	3.8	0.3	7.9	1.5	0.7	2.1
Faculty (instruction/research)	6.8	3.8	12.3	4.6	1.8	10.6	10.5	7.8	14.4
Instruction/research assistants	16.9	12.4	24.1	NA	NA	NA	16.9	12.4	24.1
Professional (support/service)	6.1	7.6	5.2	5.1	5.9	4.6	11.1	17.8	7.7
Nonprofessional staff	0.6	4.5	1.4	1.3	1.5	-2.7	9.2	19.6	4.3
Technical and paraprofessionals	23.1	-5.5	-32.0	1.3	1.9	0.9	63.8	-31.7	71.6
Clerical and secretarial	11.2	28.7	9.0	3.3	10.3	4.7	176.3	92.6	214.2
Skilled crafts	-3.3	-2.5	13.4	1.9	1.5	9.1	22.6	22.5	22.8
Service/maintenance	-0.6	2.0	-4.4	-4.0	1.8	-7.3	14.1	21.5	5.9
Other employees[1]	213.3	171.8	234.3	199.0	128.1	238.4	262.5	374.9	222.1
Private, for profit	0.7	-6.9	6.7	-7.0	-17.9	1.3	18.3	17.1	19.4
Professional staff	-9.9	-17.5	3.4	-19.2	-29.6	-10.7	11.6	9.1	13.8
Executive/administrative/managerial	-6.0	10.2	3.2	6.4	10.1	3.9	1.8	12.3	3.9
Faculty (instruction/research)	-15.1	-22.6	7.3	-30.2	-39.2	-20.8	7.0	2.4	11.6
Instruction/research assistants	*	*	*	NA	NA	NA	*	*	*
Professional (support/service)	1.2	-14.8	5.1	-5.1	-21.4	3.0	22.5	43.6	16.2
Nonprofessional staff	61.5	72.7	55.3	63.8	73.4	58.9	56.3	71.5	46.7
Technical and paraprofessionals	6.7	16.8	1.0	50.6	51.1	50.3	46.0	35.4	50.8
Clerical and secretarial	53.5	94.0	47.9	31.7	52.4	29.5	192.6	186.5	194.9
Skilled crafts	-1.3	8.7	-18.6	-22.6	30.6	5.7	42.9	196.2	-35.3
Service/maintenance	44.1	34.9	78.0	4.5	0.5	21.6	147.3	105.7	317.3
Other employees[1]	95.7	108.8	87.3	102.9	115.9	94.8	81.1	94.9	72.0

NA = Not applicable

*Based on numbers too small to calculate percent change

[1]Large percent change reflects differences in survey methodology between 1991 and 1993

NOTE: For 1993 data, see table A-1, and for 1991 data, see Appendix E, tables E-4, E-5, and E-6. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-2. Number of employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,124,355	1,035,925	1,088,430	1,538,561	741,981	796,580	585,794	293,944	291,850
Professional staff	1,347,689	757,736	589,953	888,647	506,524	382,123	459,042	251,212	207,830
Executive/administrative/managerial	121,875	69,598	52,277	117,133	67,430	49,703	4,742	2,168	2,574
Faculty (instruction/research)	636,359	416,583	219,776	444,313	308,008	136,305	192,046	108,575	83,471
Instruction/research assistants	200,026	119,213	80,813	NA	NA	NA	200,026	119,213	80,813
Professional (support/service)	389,429	152,342	237,087	327,201	131,086	196,115	62,228	21,256	40,972
Nonprofessional staff	776,666	278,189	498,477	649,914	235,457	414,457	126,752	42,732	84,020
Technical and paraprofessionals	153,538	61,941	91,597	124,336	51,811	72,525	29,202	10,130	19,072
Clerical and secretarial	364,177	42,839	321,338	302,418	29,884	272,534	61,759	12,955	48,804
Skilled crafts	57,578	54,227	3,351	55,182	52,477	2,705	2,396	1,750	646
Service/maintenance	197,032	118,026	79,006	164,618	100,467	64,151	32,414	17,559	14,855
Other employees	4,341	1,156	3,185	3,360	818	2,542	981	338	643
Public, total	1,333,712	659,191	674,521	964,122	472,816	491,306	369,590	186,375	183,215
Professional staff	856,061	487,202	368,859	555,527	323,028	232,499	300,534	164,174	136,360
Executive/administrative/managenal	59,702	37,249	22,453	57,867	36,343	21,524	1,835	906	928
Faculty (instruction/research)	374,113	248,447	125,666	285,497	199,921	85,576	88,616	48,526	40,090
Instruction/research assistants	170,938	101,842	69,096	NA	NA	NA	170,938	101,842	69,096
Professional (support/service)	251,308	99,664	151,644	212,163	86,764	125,399	39,145	12,900	26,245
Nonprofessional staff	477,651	171,989	305,662	408,595	149,788	258,807	69,056	22,201	46,855
Technical and paraprofessionals	99,959	39,713	60,246	80,057	33,101	46,956	19,902	6,612	13,290
Clerical and secretarial	217,601	23,467	194,134	185,434	17,063	168,371	32,167	6,404	25,763
Skilled crafts	40,299	37,989	2,310	38,865	36,917	1,948	1,434	1,072	362
Service/maintenance	119,790	70,819	48,971	104,239	62,707	41,532	15,551	8,112	7,439
Other employees	2	1	1	0	0	0	2	1	1
Private, nonprofit	776,479	369,161	407,318	568,234	266,331	301,903	208,245	102,830	105,415
Professional staff	480,788	264,208	216,580	328,983	181,288	147,695	151,805	82,920	68,885
Executive/administrative/managenal	60,898	31,685	29,213	58,069	30,470	27,599	2,829	1,215	1,614
Faculty (instruction/research)	255,023	163,575	91,448	157,130	106,871	50,259	97,893	56,704	41,189
Instruction/research assistants	28,189	16,727	11,462	NA	NA	NA	28,189	16,727	11,462
Professional (support/service)	136,678	52,221	84,457	113,784	43,947	69,837	22,894	8,274	14,620
Nonprofessional staff	295,691	104,953	190,738	239,251	85,043	154,208	56,440	19,910	36,530
Technical and paraprofessionals	53,024	21,902	31,122	43,855	18,466	25,389	9,169	3,436	5,733
Clerical and secretarial	144,453	18,912	125,541	115,557	12,616	102,941	28,896	6,296	22,600
Skilled crafts	17,193	16,162	1,031	16,295	15,545	750	898	617	281
Service/maintenance	76,694	46,830	29,864	60,195	37,606	22,589	16,499	9,224	7,275
Other employees	4,327	1,147	3,180	3,349	810	2,539	978	337	641
Private, for profit	14,164	7,573	6,591	6,205	2,834	3,371	7,959	4,739	3,220
Professional staff	10,840	6,326	4,514	4,137	2,208	1,929	6,703	4,118	2,585
Executive/administrative/managenal	1,275	664	611	1,197	617	580	78	47	31
Faculty (instruction/research)	7,223	4,561	2,662	1,686	1,216	470	5,537	3,345	2,192
Instruction/research assistants	899	644	255	NA	NA	NA	899	644	255
Professional (support/service)	1,443	457	986	1,254	375	879	189	82	107
Nonprofessional staff	3,324	1,247	2,077	2,068	626	1,442	1,256	621	635
Technical and paraprofessionals	555	326	229	424	244	180	131	82	49
Clerical and secretarial	2,123	460	1,663	1,427	205	1,222	696	255	441
Skilled crafts	86	76	10	22	15	7	64	61	3
Service/maintenance	548	377	171	184	154	30	364	223	141
Other employees	12	8	4	11	8	3	1	0	1

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-2a. Percent distribution of men and women in 4-year postsecondary institutions, by primary occupation and by employment status and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,124,355	48.8	51.2	72.4	48.2	51.8	27.6	50.2	49.8
Professional staff	1,347,689	56.2	43.8	65.9	57.0	43.0	34.1	54.7	45.3
Executive/administrative/managerial	121,875	57.1	42.9	96.1	57.6	42.4	3.9	45.7	54.3
Faculty (instruction/research)	636,359	65.5	34.5	69.8	69.3	30.7	30.2	56.5	43.5
Instruction/research assistants	200,026	59.6	40.4	NA	NA	NA	100.0	59.6	40.4
Professional (support/service)	389,429	39.1	60.9	84.0	40.1	59.9	16.0	34.2	65.8
Nonprofessional staff	776,666	35.8	64.2	83.7	36.2	63.8	16.3	33.7	66.3
Technical and paraprofessionals	153,538	40.3	59.7	81.0	41.7	58.3	19.0	34.7	65.3
Clerical and secretarial	364,177	11.8	88.2	83.0	9.9	90.1	17.0	21.0	79.0
Skilled crafts	57,578	94.2	5.8	95.8	95.1	4.9	4.2	73.0	27.0
Service/maintenance	197,032	59.9	40.1	83.5	61.0	39.0	16.5	54.2	45.8
Other employees	4,341	26.6	73.4	77.4	24.3	75.7	22.6	34.5	65.5
Public, total	1,333,712	49.4	50.6	72.3	49.0	51.0	27.7	50.4	49.6
Professional staff	856,061	56.9	43.1	64.9	58.1	41.9	35.1	54.6	45.4
Executive/administrative/managerial	59,702	62.4	37.6	96.9	62.8	37.2	3.1	49.4	50.6
Faculty (instruction/research)	374,113	66.4	33.6	76.3	70.0	30.0	23.7	54.8	45.2
Instruction/research assistants	170,938	59.6	40.4	NA	NA	NA	100.0	59.6	40.4
Professional (support/service)	251,308	39.7	60.3	84.4	40.9	59.1	15.6	33.0	67.0
Nonprofessional staff	477,651	36.0	64.0	85.5	36.7	63.3	14.5	32.1	67.9
Technical and paraprofessionals	99,959	39.7	60.3	80.1	41.3	58.7	19.9	33.2	66.8
Clerical and secretarial	217,601	10.8	89.2	85.2	9.2	90.8	14.8	19.9	80.1
Skilled crafts	40,299	94.3	5.7	96.4	95.0	5.0	3.6	74.8	25.2
Service/maintenance	119,790	59.1	40.9	87.0	60.2	39.8	13.0	52.2	47.8
Other employees	2	50.0	50.0	0.0	0.0	0.0	100.0	50.0	50.0
Private, nonprofit	776,479	47.5	52.5	73.2	46.9	53.1	26.8	49.4	50.6
Professional staff	480,788	55.0	45.0	68.4	55.1	44.9	31.6	54.6	45.4
Executive/administrative/managerial	60,898	52.0	48.0	95.4	52.5	47.5	4.6	42.9	57.1
Faculty (instruction/research)	255,023	64.1	35.9	61.6	68.0	32.0	38.4	57.9	42.1
Instruction/research assistants	28,189	59.3	40.7	NA	NA	NA	100.0	59.3	40.7
Professional (support/service)	136,678	38.2	61.8	83.2	38.6	61.4	16.8	36.1	63.9
Nonprofessional staff	295,691	35.5	64.5	80.9	35.5	64.5	19.1	35.3	64.7
Technical and paraprofessionals	53,024	41.3	58.7	82.7	42.1	57.9	17.3	37.5	62.5
Clerical and secretarial	144,453	13.1	86.9	80.0	10.9	89.1	20.0	21.8	78.2
Skilled crafts	17,193	94.0	6.0	94.8	95.4	4.6	5.2	68.7	31.3
Service/maintenance	76,694	61.1	38.9	78.5	62.5	37.5	21.5	55.9	44.1
Other employees	4,327	26.5	73.5	77.4	24.2	75.8	22.6	34.5	65.5
Private, for profit	14,164	53.5	46.5	43.8	45.7	54.3	56.2	59.5	40.5
Professional staff	10,840	58.4	41.6	38.2	53.4	46.6	61.8	61.4	38.6
Executive/administrative/managerial	1,275	52.1	47.9	93.9	51.5	48.5	6.1	60.3	39.7
Faculty (instruction/research)	7,223	63.1	36.9	23.3	72.1	27.9	76.7	60.4	39.6
Instruction/research assistants	899	71.6	28.4	NA	NA	NA	100.0	71.6	28.4
Professional (support/service)	1,443	31.7	68.3	86.9	29.9	70.1	13.1	43.4	56.6
Nonprofessional staff	3,324	37.5	62.5	62.2	30.3	69.7	37.8	49.4	50.6
Technical and paraprofessionals	555	58.7	41.3	76.4	57.5	42.5	23.6	62.5	37.4
Clerical and secretarial	2,123	21.7	78.3	67.2	14.4	85.6	32.8	36.6	63.4
Skilled crafts	86	88.4	11.6	25.6	68.2	31.8	74.4	95.3	4.7
Service/maintenance	548	68.8	31.2	33.6	83.7	16.3	66.4	61.3	38.7
Other employees	12	66.7	33.3	91.7	72.7	27.3	8.3	0.0	100.0

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-2b. Percent distribution of all employees in 4-year postsecondary institutions by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Full time			Part time		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	57.8	68.3	48.0	78.4	85.5	71.2
Executive/administrative/managerial	7.6	9.1	6.2	0.8	0.7	0.9
Faculty (instruction/research)	28.9	41.5	17.1	32.8	36.9	28.6
Instruction/research assistants	NA	NA	NA	34.1	40.6	27.7
Professional (support/service)	21.3	17.7	24.6	10.6	7.2	14.0
Nonprofessional staff	42.2	31.7	52.0	21.6	14.5	28.8
Technical and paraprofessionals	8.1	7.0	9.1	5.0	3.4	6.5
Clerical and secretarial	19.7	4.0	34.2	10.5	4.4	16.7
Skilled crafts	3.6	7.1	0.3	0.4	0.6	0.2
Service/maintenance	10.7	13.5	8.1	5.5	6.0	5.1
Other employees	0.2	0.1	0.3	0.2	0.1	0.2
Public, total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	57.6	68.3	47.3	81.3	88.1	74.4
Executive/administrative/managerial	6.0	7.7	4.4	0.5	0.5	0.5
Faculty (instruction/research)	29.6	42.3	17.4	24.0	26.0	21.9
Instruction/research assistants	NA	NA	NA	46.3	54.6	37.7
Professional (support/service)	22.0	18.4	25.5	10.6	6.9	14.3
Nonprofessional staff	42.4	31.7	52.7	18.7	11.9	25.6
Technical and paraprofessionals	8.3	7.0	9.6	5.4	3.5	7.3
Clerical and secretarial	19.2	3.6	34.3	8.7	3.4	14.1
Skilled crafts	4.0	7.8	0.4	0.4	0.6	0.2
Service/maintenance	10.8	13.3	8.5	4.2	4.4	4.1
Other employees	0.0	0.0	0.0	0.0	0.0	0.0
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	57.9	68.1	48.9	72.9	80.6	65.3
Executive/administrative/managerial	10.2	11.4	9.1	1.4	1.2	1.5
Faculty (instruction/research)	27.7	40.1	16.6	47.0	55.1	39.1
Instruction/research assistants	NA	NA	NA	13.5	16.3	10.9
Professional (support/service)	20.0	16.5	23.1	11.0	8.0	13.9
Nonprofessional staff	42.1	31.9	51.1	27.1	19.4	34.7
Technical and paraprofessionals	7.7	6.9	8.4	4.4	3.3	5.4
Clerical and secretarial	20.3	4.7	34.1	13.9	6.1	21.4
Skilled crafts	2.9	5.8	0.2	0.4	0.6	0.3
Service/maintenance	10.6	14.1	7.5	7.9	9.0	6.9
Other employees	0.6	0.3	0.8	0.5	0.3	0.6
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	66.7	77.9	57.2	84.2	86.9	80.3
Executive/administrative/managerial	19.3	21.8	17.2	1.0	1.0	1.0
Faculty (instruction/research)	27.2	42.9	13.9	69.6	70.6	68.1
Instruction/research assistants	NA	NA	NA	11.3	13.6	7.9
Professional (support/service)	20.2	13.2	26.1	2.4	1.7	3.3
Nonprofessional staff	33.3	22.1	42.8	15.8	13.1	19.7
Technical and paraprofessionals	6.8	6.6	5.3	1.6	1.7	1.5
Clerical and secretarial	23.0	7.2	36.3	8.7	5.4	13.7
Skilled crafts	0.4	0.5	0.2	0.8	1.3	0.1
Service/maintenance	3.0	5.4	0.9	4.6	4.7	4.4
Other employees	0.2	0.3	0.1	0.0	0.0	0.0

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-2c. Percent change in the number of employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991 and 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	1.4	1.8	1.1	2.1	2.0	2.2	12.1	13.1	11.1
Professional staff	4.9	3.4	7.0	0.1	-1.3	2.1	15.7	14.3	17.3
Executive/administrative/managerial	1.1	3.7	2.5	1.2	3.8	2.7	-0.3	0.5	-0.8
Faculty (instruction/research)	5.5	2.4	12.1	0.8	1.4	6.5	18.2	14.9	22.8
Instruction/research assistants	18.7	15.6	23.6	NA	NA	NA	18.7	15.6	23.6
Professional (support/service)	0.1	1.1	-0.7	0.4	0.2	0.8	1.7	6.3	-0.5
Nonprofessional staff	-4.1	-2.2	-5.1	5.0	-3.6	-5.8	0.9	6.3	-1.7
Technical and paraprofessionals	18.7	-6.2	25.4	1.9	-3.7	-0.6	53.0	-17.4	-61.7
Clerical and secretarial	-3.3	-8.9	-2.6	-6.1	-2.7	-7.0	104.5	26.7	144.4
Skilled crafts	-4.0	-3.6	-11.2	-4.1	-3.7	-11.8	-2.3	0.3	-8.8
Service/maintenance	-5.5	-3.8	-8.0	-7.3	-5.9	-9.5	-5.0	10.0	-0.4
Other employees									
Public, total	-0.6	-0.1	-1.1	-4.3	-4.0	-4.6	10.6	11.6	9.6
Professional staff	3.5	2.4	5.1	1.5	2.8	-0.6	15.4	14.4	16.6
Executive/administrative/managerial	-6.3	-7.3	-4.5	-6.3	-7.5	-4.3	-4.0	0.7	-8.2
Faculty (instruction/research)	4.4	1.3	11.2	0.2	-1.9	5.8	20.3	17.0	24.7
Instruction/research assistants	18.4	15.5	23.0	NA	NA	NA	18.4	15.5	23.0
Professional (support/service)	-3.4	-2.4	-4.1	-3.4	-2.7	-3.9	-3.6	-0.5	-5.0
Nonprofessional staff	-7.3	-6.4	-7.8	-7.5	-6.6	-8.0	-6.2	-5.2	-6.6
Technical and paraprofessionals	16.6	-7.4	21.8	-4.2	-7.1	2.0	-45.2	-8.6	-54.3
Clerical and secretarial	-1.8	-4.1	-1.6	-8.3	-2.9	-8.8	64.5	-7.1	103.5
Skilled crafts	-4.8	-4.4	-10.9	-5.2	-4.7	-13.5	-9.1	-9.8	-6.8
Service/maintenance	-8.8	-7.7	-10.4	-9.4	-8.4	-10.8	-5.2	-2.5	-8.1
Other employees									
Private, nonprofit	5.0	5.2	4.8	2.4	2.4	2.5	12.7	13.3	12.1
Professional staff	7.7	5.3	10.7	5.0	2.6	8.1	14.0	11.8	16.7
Executive/administrative/managerial	-4.7	-0.7	-8.3	-4.5	-0.5	-9.4	-7.1	-6.6	-7.5
Faculty (instruction/research)	8.2	4.8	15.0	5.0	1.9	12.3	13.9	10.8	18.5
Instruction/research assistants	17.1	12.5	24.4	NA	NA	NA	17.1	12.5	24.4
Professional (support/service)	-6.3	-7.9	-5.3	-5.3	-6.1	-4.8	11.5	18.3	8.0
Nonprofessional staff	0.9	4.9	-1.2	-0.9	1.9	-2.4	9.4	20.0	-4.3
Technical and paraprofessionals	-22.7	-5.9	-31.6	-2.0	-2.2	-1.9	-64.2	-31.1	-72.2
Clerical and secretarial	11.3	28.8	-9.1	-3.2	10.4	-4.6	175.8	93.1	213.2
Skilled crafts	-2.7	-2.0	-12.6	-1.5	-1.2	-7.7	-20.8	-19.6	-23.4
Service/maintenance	-0.2	-2.4	-4.0	-3.7	-1.5	-7.1	15.0	22.2	-7.1
Other employees									
Private, for profit	11.5	9.8	13.6	31.5	-40.1	-22.2	118.8	118.7	118.9
Professional staff	-2.6	-1.0	-4.8	-48.1	-50.1	-45.5	111.8	109.6	115.1
Executive/administrative/managerial	-8.0	-6.2	-19.7	-0.9	-21.7	-14.6	-61.0	-60.2	-62.2
Faculty (instruction/research)	-18.8	-16.4	-22.6	-72.1	-67.0	-80.2	94.3	88.0	104.9
Instruction/research assistants	*	*	*	NA	NA	NA	*	*	*
Professional (support/service)	83.8	75.1	88.2	-71.5	-55.6	-79.4	250.0	310.0	214.7
Nonprofessional staff	111.5	145.5	95.2	88.2	105.9	81.4	165.5	204.4	136.1
Technical and paraprofessionals	-55.0	-154.7	-0.4	-142.3	-197.6	-93.5	-28.4	-78.3	-64.2
Clerical and secretarial	129.5	185.7	-17.7	86.8	120.4	-82.1	332.3	275.0	374.2
Skilled crafts	*	*	*	-83.3	-25.0	*	*	*	*
Service/maintenance	101.5	83.9	155.2	-24.3	-31.6	-3.2	193.5	153.4	291.7
Other employees	0.1	0.1	0.1	0.2	0.3	0.1	0.0	0.0	0.0

*Based on numbers too small to calculate percent change.

NA = Not applicable.

NOTE: For 1993 data, see table A-1, and for 1991 data, see Appendix E, tables E-4, E-5, and E-6. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-3. Number of employees in 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	543,607	247,546	296,061	285,690	128,417	157,273	257,917	119,129	138,788
Professional staff	387,051	194,387	192,664	178,655	91,566	87,089	208,396	102,821	105,575
Executive/administrative/managerial	28,721	16,202	12,519	26,969	15,449	11,520	1,752	753	999
Faculty (instruction/research)	309,958	160,103	149,855	115,822	62,560	53,262	194,136	97,543	96,593
Instruction/research assistants	3,023	1,294	1,729	NA	NA	NA	3,023	1,294	1,729
Professional (support/service)	45,349	16,788	28,561	35,864	13,557	22,307	9,485	3,231	6,254
Nonprofessional staff	156,556	53,159	103,397	107,035	36,851	70,184	49,521	16,308	33,213
Technical and paraprofessionals	34,466	12,846	21,620	21,500	8,446	13,052	12,966	4,398	8,568
Clerical and secretarial	76,317	8,477	67,840	50,994	3,078	47,916	25,323	5,399	19,924
Skilled crafts	6,628	5,804	824	5,849	5,370	479	779	434	345
Service/maintenance	32,994	23,588	9,406	24,464	18,308	6,156	8,530	5,280	3,250
Other employees	6,151	2,444	3,707	4,228	1,647	2,581	1,923	797	1,126
Public, total	496,356	228,131	268,225	254,413	115,542	138,871	241,943	112,589	129,354
Professional staff	351,024	178,798	172,226	155,039	81,280	73,759	195,985	97,518	98,467
Executive/administrative/managerial	22,445	13,389	9,056	21,042	12,741	8,301	1,403	648	755
Faculty (instruction/research)	287,041	149,440	137,601	103,570	56,630	46,940	183,471	92,810	90,661
Instruction/research assistants	2,762	1,145	1,617	NA	NA	NA	2,762	1,145	1,617
Professional (support/service)	38,776	14,824	23,952	30,427	11,909	18,518	8,349	2,915	5,434
Nonprofessional staff	145,332	49,333	95,999	99,374	34,262	65,112	45,958	15,071	30,887
Technical and paraprofessionals	32,531	12,226	20,303	20,209	7,994	12,215	12,322	4,234	8,088
Clerical and secretarial	72,689	8,167	64,522	48,292	2,910	45,382	24,397	5,257	19,140
Skilled crafts	6,369	5,594	775	5,641	5,178	463	728	416	312
Service/maintenance	30,981	22,227	8,754	23,083	17,355	5,728	7,898	4,872	3,026
Other employees	2,762	1,117	1,645	2,149	825	1,324	613	292	321
Private, nonprofit	20,086	7,764	12,322	13,483	5,305	8,178	6,603	2,459	4,144
Professional staff	14,677	5,954	8,723	9,693	3,976	5,717	4,984	1,978	3,006
Executive/administrative/managerial	2,282	1,104	1,178	2,151	1,055	1,096	131	49	82
Faculty (instruction/research)	9,690	3,933	5,757	5,448	2,187	3,261	4,242	1,746	2,496
Instruction/research assistants	65	20	45	NA	NA	NA	65	20	45
Professional (support/service)	2,640	897	1,743	2,094	734	1,360	546	163	383
Nonprofessional staff	5,409	1,810	3,599	3,790	1,329	2,461	1,619	481	1,138
Technical and paraprofessionals	918	285	633	540	180	360	378	105	273
Clerical and secretarial	1,860	158	1,702	1,299	53	1,246	561	105	456
Skilled crafts	186	166	20	168	161	7	18	5	13
Service/maintenance	1,403	886	517	1,045	683	362	358	203	155
Other employees	1,042	315	727	738	252	486	304	63	241
Private, for profit	27,165	11,651	15,514	17,794	7,570	10,224	9,371	4,081	5,290
Professional staff	21,350	9,635	11,715	13,923	6,310	7,613	7,427	3,325	4,102
Executive/administrative/managerial	3,994	1,709	2,285	3,776	1,653	2,123	218	56	162
Faculty (instruction/research)	13,227	6,730	6,497	6,804	3,743	3,061	6,423	2,987	3,436
Instruction/research assistants	196	129	67	NA	NA	NA	196	129	67
Professional (support/service)	3,933	1,067	2,866	3,343	914	2,429	590	153	437
Nonprofessional staff	5,815	2,016	3,799	3,871	1,260	2,611	1,944	756	1,188
Technical and paraprofessionals	1,017	333	684	751	274	477	266	59	207
Clerical and secretarial	1,768	152	1,616	1,403	115	1,288	365	37	328
Skilled crafts	73	44	29	40	31	9	33	13	20
Service/maintenance	610	475	135	336	270	66	274	205	69
Other employees	2,347	1,012	1,335	1,341	570	771	1,006	442	564

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-3a. Percent distribution of men and women employees in 2-year postsecondary institutions, by primary occupation and by employment status and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	543,607	45.5	54.5	52.6	44.9	55.1	47.4	46.2	53.8
Professional staff	387,051	50.2	49.8	46.2	51.3	48.7	53.8	49.3	50.7
Executive/administrative/managerial	28,721	56.4	43.6	93.9	57.3	42.7	6.1	43.0	57.0
Faculty (instruction/research)	309,958	51.7	48.3	37.4	54.0	46.0	62.6	50.2	49.8
Instruction/research assistants	3,023	42.8	57.2	NA	NA	NA	100.0	42.8	57.2
Professional (support/service)	45,349	37.0	63.0	79.1	37.8	62.2	20.9	34.1	65.9
Nonprofessional staff	156,556	34.0	66.0	68.4	34.4	65.6	31.6	32.9	67.1
Technical and paraprofessionals	34,466	37.3	62.7	62.4	39.3	60.7	37.6	33.9	66.1
Clerical and secretarial	76,317	11.1	88.9	66.8	6.0	94.0	33.2	21.3	78.7
Skilled crafts	6,628	87.6	12.4	88.2	91.8	8.2	11.8	55.7	44.3
Service/maintenance	32,994	71.5	28.5	74.1	74.8	25.2	25.9	61.9	38.1
Other employees	6,151	39.7	60.3	68.7	39.0	61.0	31.3	41.4	58.6
Public, total	496,356	46.0	54.0	51.3	45.4	54.6	48.7	46.5	53.5
Professional staff	351,024	50.9	49.1	44.2	52.4	47.6	55.8	49.8	50.2
Executive/administrative/managerial	22,445	59.7	40.3	93.7	60.6	39.4	6.3	46.2	53.8
Faculty (instruction/research)	287,041	52.1	47.9	36.1	54.7	45.3	63.9	50.6	49.4
Instruction/research assistants	2,762	41.5	58.5	NA	NA	NA	100.0	41.5	58.5
Professional (support/service)	38,776	38.2	61.8	78.5	39.1	60.9	21.5	34.9	65.1
Nonprofessional staff	145,332	33.9	66.1	68.4	34.5	65.5	31.6	32.8	67.2
Technical and paraprofessionals	32,531	37.6	62.4	62.1	39.6	60.4	37.9	34.4	65.6
Clerical and secretarial	72,689	11.2	88.8	66.4	6.0	94.0	33.6	21.5	78.5
Skilled crafts	6,369	87.8	12.2	88.6	91.8	8.2	11.4	57.1	42.9
Service/maintenance	30,981	71.7	28.3	74.5	75.2	24.8	25.5	61.7	38.3
Other employees	2,762	40.4	59.6	77.8	38.4	61.6	22.2	47.6	52.4
Private, nonprofit	20,086	38.7	61.3	67.1	39.3	60.7	32.9	37.2	62.8
Professional staff	14,677	40.6	59.4	66.0	41.0	59.0	34.0	39.7	60.3
Executive/administrative/managerial	2,282	48.4	51.6	94.3	49.0	51.0	5.7	37.4	62.6
Faculty (instruction/research)	9,650	40.6	59.4	56.2	40.1	59.9	43.8	41.2	58.8
Instruction/research assistants	65	30.8	69.2	NA	NA	NA	100.0	30.8	69.2
Professional (support/service)	2,640	34.0	66.0	79.3	35.1	64.9	20.7	29.9	70.1
Nonprofessional staff	5,409	33.5	66.5	70.1	35.1	64.9	29.9	29.7	70.3
Technical and paraprofessionals	918	31.0	69.0	58.8	33.3	66.7	41.2	27.8	72.2
Clerical and secretarial	1,860	8.5	91.5	69.8	4.1	95.9	30.2	18.7	81.3
Skilled crafts	186	89.2	10.8	90.3	95.8	4.2	9.7	27.8	72.2
Service/maintenance	1,403	63.2	36.8	74.5	65.4	34.6	25.5	56.7	43.3
Other employees	1,042	30.2	69.8	70.8	34.1	65.9	29.2	20.7	79.3
Private, for profit	27,165	42.9	57.1	65.5	42.5	57.5	34.5	43.5	56.5
Professional staff	21,350	45.1	54.9	65.2	45.3	54.7	34.8	44.8	55.2
Executive/administrative/managerial	3,994	42.8	57.2	94.5	43.8	56.2	5.5	25.7	74.3
Faculty (instruction/research)	13,227	50.9	49.1	51.4	55.0	45.0	48.6	46.5	53.5
Instruction/research assistants	196	65.8	34.2	NA	NA	NA	100.0	65.8	34.2
Professional (support/service)	3,933	27.1	72.9	85.0	27.3	72.7	15.0	25.9	74.1
Nonprofessional staff	5,815	34.7	65.3	66.6	32.5	67.5	33.4	38.9	61.1
Technical and paraprofessionals	1,017	32.7	67.3	73.8	36.5	63.5	26.2	22.2	77.8
Clerical and secretarial	1,768	8.6	91.4	79.4	8.2	91.8	20.6	10.1	89.9
Skilled crafts	73	60.3	39.7	54.8	77.5	22.5	45.2	39.4	60.6
Service/maintenance	610	77.9	22.1	55.1	80.4	19.6	44.9	74.8	25.2
Other employees	2,347	43.1	56.9	57.1	42.5	57.5	42.9	43.9	56.1

NA = Not applicable

NOTE: Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-3b. Percent distribution of all employees in 2-year postsecondary institutions by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Full time			Part time		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	62.5	71.3	55.4	80.8	86.3	76.1
Executive/administrative/managerial	9.4	12.0	7.3	0.7	0.6	0.7
Faculty (instruction/research)	40.5	48.7	33.9	75.3	81.9	69.6
Instruction/research assistants	NA	NA	NA	1.2	1.1	1.2
Professional (support/service)	12.6	10.6	14.2	3.7	2.7	4.5
Nonprofessional staff	37.5	28.7	44.6	19.2	13.7	23.9
Technical and paraprofessionals	7.5	6.6	8.3	5.0	3.7	6.2
Clerical and secretarial	17.8	2.4	30.5	9.8	4.5	14.4
Skilled crafts	2.0	4.2	0.3	0.3	0.4	0.2
Service/maintenance	8.6	14.3	3.9	3.3	4.4	2.3
Other employees	1.5	1.3	1.6	0.7	0.7	0.8
Public, total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	60.9	70.3	53.1	81.0	86.6	76.1
Executive/administrative/managerial	8.3	11.0	6.0	0.6	0.6	0.6
Faculty (instruction/research)	40.7	49.0	33.8	75.8	82.4	70.1
Instruction/research assistants	NA	NA	NA	1.1	1.0	1.3
Professional (support/service)	12.0	10.3	13.3	3.5	2.6	4.2
Nonprofessional staff	39.1	29.7	46.9	19.0	13.4	23.9
Technical and paraprofessionals	7.9	6.9	8.8	5.1	3.8	6.3
Clerical and secretarial	19.0	2.5	32.7	10.1	4.7	14.8
Skilled crafts	2.2	4.5	0.3	0.3	0.4	0.2
Service/maintenance	9.1	15.0	4.1	3.3	4.3	2.3
Other employees	0.8	0.7	1.0	0.3	0.3	0.2
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	71.9	74.9	69.9	75.5	80.4	72.5
Executive/administrative/managerial	16.0	19.9	13.4	2.0	2.0	2.0
Faculty (instruction/research)	40.4	41.2	39.9	64.2	71.0	60.2
Instruction/research assistants	NA	NA	NA	1.0	0.8	1.1
Professional (support/service)	15.5	13.8	16.6	8.3	6.6	9.2
Nonprofessional staff	28.1	25.1	30.1	24.5	19.6	27.5
Technical and paraprofessionals	4.0	3.4	4.4	5.7	4.3	6.6
Clerical and secretarial	9.6	1.0	15.2	8.5	4.3	11.0
Skilled crafts	1.2	3.0	0.1	0.3	0.2	0.3
Service/maintenance	7.8	12.9	4.4	5.4	8.3	3.7
Other employees	5.5	4.8	5.9	4.6	2.6	5.8
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	78.2	83.4	74.5	79.3	81.5	77.5
Executive/administrative/managerial	21.2	21.8	20.8	2.3	1.4	3.1
Faculty (instruction/research)	38.2	49.4	29.9	68.5	73.2	65.0
Instruction/research assistants	NA	NA	NA	2.1	3.2	1.3
Professional (support/service)	18.8	12.1	23.8	6.3	3.7	8.3
Nonprofessional staff	21.8	16.6	25.5	20.7	18.5	22.5
Technical and paraprofessionals	4.2	3.6	4.7	2.8	1.4	3.9
Clerical and secretarial	7.9	1.5	12.6	3.9	0.9	6.2
Skilled crafts	0.2	0.4	0.1	0.4	0.3	0.4
Service/maintenance	1.9	3.6	0.6	2.9	5.0	1.3
Other employees	7.5	7.5	7.5	10.7	10.8	10.7

NA = Not applicable

NOTE: Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-3c. Percent change in the number of employees in 2-year postsecondary institutions, by primary occupation and by employment status and by sex and control of institution: 50 states and the District of Columbia, fall 1991 and 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	7.6	5.0	9.9	2.9	0.2	5.2	13.4	10.8	15.7
Professional staff	8.8	5.3	12.6	2.6	-1.0	6.7	14.8	11.7	18.0
Executive/administrative/managerial	2.1	-0.6	5.8	1.2	-1.2	4.6	18.6	13.8	22.4
Faculty (instruction/research)	21.0	17.7	24.8	0.9	-2.6	5.3	37.4	35.9	39.0
Instruction/research assistants	*	*	*	NA	NA	NA	*	*	*
Professional (support/service)	7.9	4.2	10.2	10.0	7.6	11.5	0.8	-8.1	6.1
Nonprofessional staff	4.7	4.0	5.1	3.3	3.2	3.3	7.8	5.8	8.9
Technical and paraprofessionals	-22.0	-4.7	-29.7	9.2	8.9	9.4	-47.1	-23.2	-54.4
Clerical and secretarial	25.1	23.8	25.2	3.4	10.2	3.0	116.3	33.2	*
Skilled crafts	0.4	-1.3	14.9	0.2	1.2	18.9	2.4	-2.9	9.9
Service/maintenance	3.0	3.1	2.8	0.2	1.0	1.9	11.9	11.1	13.3
Other employees	8.3	20.0	1.7	3.5	3.5	7.4	47.7	79.5	31.2
Public, total	8.5	5.6	11.1	3.6	0.3	6.4	14.2	11.7	16.5
Professional staff	10.0	6.1	14.4	3.4	-0.9	8.7	15.8	12.7	19.0
Executive/administrative/managerial	3.0	-0.8	9.0	1.2	-2.2	7.0	38.5	40.3	37.0
Faculty (instruction/research)	23.6	19.7	28.0	1.8	-2.5	7.4	40.5	39.0	42.2
Instruction/research assistants	*	*	*	NA	NA	NA	*	*	*
Professional (support/service)	8.5	4.8	10.8	11.4	9.4	12.7	-0.9	-10.4	5.0
Nonprofessional staff	5.0	3.9	5.6	3.7	3.2	4.0	7.9	5.3	9.1
Technical and paraprofessionals	-21.9	-3.9	-29.9	8.8	8.4	9.0	-46.7	-20.9	-54.4
Clerical and secretarial	25.9	24.3	26.1	4.1	11.3	3.6	115.5	32.9	*
Skilled crafts	3.8	1.3	27.3	2.7	0.8	29.3	13.8	6.9	24.3
Service/maintenance	3.8	3.5	4.6	1.4	1.9	-0.1	11.8	9.8	15.0
Other employees	-9.2	-7.5	-10.3	-16.2	-20.2	13.4	28.2	68.8	5.2
Private, nonprofit	-7.8	-5.2	-9.4	-5.4	2.1	-9.7	-12.5	-17.8	-8.9
Professional staff	-6.1	-3.5	-7.9	-1.2	6.6	-6.0	-14.5	-18.9	-11.2
Executive/administrative/managerial	-4.4	1.4	-9.3	1.6	9.9	-5.3	-51.7	-62.0	-42.3
Faculty (instruction/research)	-9.5	-7.3	-10.9	-5.7	2.4	-10.5	-13.9	-17.2	-11.4
Instruction/research assistants	-21.7	-35.5	-13.5	NA	NA	NA	-21.7	-35.5	-13.5
Professional (support/service)	7.2	11.6	5.1	9.3	16.0	6.0	0.0	-4.7	2.1
Nonprofessional staff	-12.1	-10.4	-13.0	-14.6	-9.3	-17.2	-5.7	-13.3	2.1
Technical and paraprofessionals	-39.9	-33.1	-42.5	-25.0	-17.4	-28.3	-53.2	-48.5	-54.4
Clerical and secretarial	6.7	22.5	5.5	-16.7	-19.7	-16.6	*	66.7	*
Skilled crafts	-35.2	-34.4	-41.2	-29.1	-25.8	-65.0	-64.0	-86.1	-7.1
Service/maintenance	-17.4	-13.6	-23.2	-17.5	-16.4	-18.6	-17.1	2.9	-30.5
Other employees	15.8	68.4	2.0	12.7	70.3	-4.1	24.1	61.5	17.0
Private, for profit	4.8	1.1	7.8	0.0	-3.4	2.7	15.3	10.4	19.3
Professional staff	1.9	-2.8	6.2	-3.4	-6.9	0.2	13.6	6.0	20.6
Executive/administrative/managerial	1.2	-0.9	2.9	0.6	-0.1	1.2	13.0	-20.0	31.7
Faculty (instruction/research)	1.2	-2.8	5.8	-6.6	-7.5	-5.4	11.0	3.6	18.4
Instruction/research assistants	62.0	37.2	148.1	NA	NA	NA	62.0	37.2	148.1
Professional (support/service)	3.1	-8.8	8.4	-0.9	-15.3	5.9	34.1	68.1	25.2
Nonprofessional staff	17.0	25.0	13.1	14.5	19.4	12.3	22.1	35.5	14.9
Technical and paraprofessionals	0.6	0.9	0.4	89.6	62.1	110.1	-56.7	-63.4	-54.4
Clerical and secretarial	14.4	4.1	15.5	4.5	1.8	4.7	80.7	12.1	94.1
Skilled crafts	-59.4	-58.5	-60.8	-63.3	-63.1	-64.0	-53.5	-40.9	-59.2
Service/maintenance	23.2	22.1	27.4	-9.2	-3.2	-27.5	*	*	*
Other employees	34.8	57.6	21.5	15.4	39.0	2.5	73.7	90.5	62.5

*Based on numbers too small to calculate percent change

NA = Not applicable

NOTE: For 1993 data, see table A-1 and for 1991 data, see Appendix E, tables E-4, E-5, and E-6. Instr[illegible]esearch assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-4. Number of employees in 4- and 2-year postsecondary institutions, by primary occupation, by sex and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total	2,124,355	1,035,925	1,088,430	543,607	247,546	296,061
Professional staff	1,347,689	757,736	589,953	387,051	194,387	192,664
Executive/administrative/managerial	121,875	69,598	52,277	28,721	16,202	12,519
Faculty (instruction/research)	636,359	416,583	219,776	309,958	160,103	149,855
Instruction/research assistants	200,026	119,213	80,813	3,023	1,294	1,729
Professional (support/service)	389,429	152,342	237,087	45,349	16,788	28,561
Nonprofessional staff	776,666	278,189	498,477	156,556	53,159	103,397
Technical and paraprofessionals	153,538	61,941	91,597	34,466	12,846	21,620
Clerical and secretarial	364,177	42,839	321,338	76,317	8,477	67,840
Skilled crafts	57,578	54,227	3,351	6,628	5,804	824
Service/maintenance	197,032	118,026	79,006	32,994	23,588	9,406
Other employees	4,341	1,156	3,185	6,151	2,444	3,707
Public, total	1,333,712	659,191	674,521	496,356	228,131	268,225
Professional staff	856,061	487,202	368,859	351,024	178,798	172,226
Executive/administrative/managerial	59,702	37,249	22,453	22,445	13,389	9,056
Faculty (instruction/research)	374,113	248,447	125,666	287,041	149,440	137,601
Instruction/research assistants	170,938	101,842	69,096	2,762	1,145	1,617
Professional (support/service)	251,308	99,664	151,644	38,776	14,824	23,952
Nonprofessional staff	477,651	171,989	305,662	145,332	49,333	95,999
Technical and paraprofessionals	99,959	39,713	60,246	32,531	12,228	20,303
Clerical and secretarial	217,601	23,467	194,134	72,689	8,167	64,522
Skilled crafts	40,299	37,989	2,310	6,369	5,594	775
Service/maintenance	119,790	70,819	48,971	30,981	22,227	8,754
Other employees	2	1	1	2,762	1,117	1,645
Private, nonprofit	776,479	369,161	407,318	20,086	7,764	12,322
Professional staff	480,788	264,208	216,580	14,677	5,954	8,723
Executive/administrative/managerial	60,898	31,685	29,213	2,282	1,104	1,178
Faculty (instruction/research)	255,023	163,575	91,448	9,690	3,933	5,757
Instruction/research assistants	28,189	16,727	11,462	65	20	45
Professional (support/service)	136,678	52,221	84,457	2,640	897	1,743
Nonprofessional staff	295,691	104,953	190,738	5,409	1,810	3,599
Technical and paraprofessionals	53,024	21,902	31,122	918	285	633
Clerical and secretarial	144,453	18,912	125,541	1,860	158	1,702
Skilled crafts	17,193	16,162	1,031	186	166	20
Service/maintenance	76,694	46,830	29,864	1,403	886	517
Other employees	4,327	1,147	3,180	1,042	315	727
Private, for profit	14,164	7,573	6,591	27,165	11,651	15,514
Professional staff	10,840	6,326	4,514	21,350	9,635	11,715
Executive/administrative/managerial	1,275	664	611	3,994	1,709	2,285
Faculty (instruction/research)	7,223	4,561	2,662	13,227	6,730	6,497
Instruction/research assistants	899	644	255	196	129	67
Professional (support/service)	1,443	457	986	3,933	1,067	2,866
Nonprofessional staff	3,324	1,247	2,077	5,815	2,016	3,799
Technical and paraprofessionals	555	326	229	1,017	333	684
Clerical and secretarial	2,123	460	1,663	1,768	152	1,616
Skilled crafts	86	76	10	73	44	29
Service/maintenance	548	377	171	610	475	135
Other employees	12	8	4	2,347	1,012	1,335

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-4a. Percent distribution of employees in 4- and 2-year postsecondary institutions, by primary occupation, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	63.4	73.1	54.2	71.2	78.5	65.1
Executive/administrative/managerial	5.7	6.7	4.8	5.3	6.5	4.2
Faculty (instruction/research)	30.0	40.2	20.2	57.0	64.7	50.6
Instruction/research assistants	9.4	11.5	7.4	0.6	0.5	0.6
Professional (support/service)	18.3	14.7	21.8	8.3	6.8	9.6
Nonprofessional staff	36.6	26.9	45.8	28.8	21.5	34.9
Technical and paraprofessionals	7.2	6.0	8.4	6.3	5.2	7.3
Clerical and secretarial	17.1	4.1	29.5	14.0	3.4	22.9
Skilled crafts	2.7	5.2	0.3	1.2	2.3	0.3
Service/maintenance	9.3	11.4	7.3	6.1	9.5	3.2
Other employees	0.2	0.1	0.3	1.1	1.0	1.3
Public, total	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	64.2	73.9	54.7	70.7	78.4	64.2
Executive/administrative/managerial	4.5	5.7	3.3	4.5	5.9	3.4
Faculty (instruction/research)	28.1	37.7	18.6	57.8	65.5	51.3
Instruction/research assistants	12.8	15.4	10.2	0.6	0.5	0.6
Professional (support/service)	18.8	15.1	22.5	7.8	6.5	8.9
Nonprofessional staff	35.8	26.1	45.3	29.3	21.6	35.8
Technical and paraprofessionals	7.5	6.0	8.9	6.6	5.4	7.6
Clerical and secretarial	16.3	3.6	28.8	14.6	3.6	24.1
Skilled crafts	3.0	5.8	0.3	1.3	2.5	0.3
Service/maintenance	9.0	10.7	7.3	6.2	9.7	3.3
Other employees	0.0	0.0	0.0	0.6	0.5	0.6
Private, nonprofit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	61.9	71.6	53.2	73.1	76.7	70.8
Executive/administrative/managerial	7.8	8.6	7.2	11.4	14.2	9.6
Faculty (instruction/research)	32.8	44.3	22.5	48.2	50.7	46.7
Instruction/research assistants	3.6	4.5	2.8	0.3	0.3	0.4
Professional (support/service)	17.6	14.1	20.7	13.1	11.6	14.1
Nonprofessional staff	38.1	28.4	46.8	26.9	23.3	29.2
Technical and paraprofessionals	6.8	5.9	7.6	4.6	3.7	5.1
Clerical and secretarial	18.6	5.1	30.8	9.3	2.0	13.8
Skilled crafts	2.2	4.4	0.3	0.9	2.1	0.2
Service/maintenance	9.9	12.7	7.3	7.0	11.4	4.2
Other employees	0.6	0.3	0.8	5.2	4.1	5.9
Private, for profit	100.0	100.0	100.0	100.0	100.0	100.0
Professional staff	76.5	83.5	68.5	78.6	82.7	75.5
Executive/administrative/managerial	9.0	8.8	9.3	14.7	14.7	14.7
Faculty (instruction/research)	51.0	60.2	40.4	48.7	57.8	41.9
Instruction/research assistants	6.3	8.5	3.9	0.7	1.1	0.4
Professional (support/service)	10.2	6.0	15.0	14.5	9.2	18.5
Nonprofessional staff	23.5	16.5	31.5	21.4	17.3	24.5
Technical and paraprofessionals	3.9	4.3	3.5	3.7	2.9	4.4
Clerical and secretarial	15.0	6.1	25.2	6.5	1.3	10.4
Skilled crafts	0.6	1.0	0.2	0.3	0.4	0.2
Service/maintenance	3.9	5.0	2.6	2.2	4.1	0.9
Other employees	0.1	0.1	0.1	8.6	8.7	8.6

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-4b. Percent distribution of employees in 4- and 2-year postsecondary institutions, by primary occupation and level of institution, employment status, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year			2-year		
	Total	Full time	Part time	Total	Full time	Part time
Total	79.6	84.3	69.4	20.4	15.7	30.6
Professional staff	77.7	83.3	68.8	22.3	16.7	31.2
Executive/administrative/managerial	80.9	81.3	73.0	19.1	18.7	27.0
Faculty (instruction/research)	67.2	79.3	49.7	32.8	20.7	50.3
Instruction/research assistants	98.5	NA	98.5	1.5	NA	1.5
Professional (support/service)	89.6	90.1	86.8	10.4	9.9	13.2
Nonprofessional staff	83.2	85.9	71.9	16.8	14.1	28.1
Technical and paraprofessionals	81.7	85.3	69.3	18.3	14.7	30.7
Clerical and secretarial	82.7	85.6	70.9	17.3	14.4	29.1
Skilled crafts	89.7	90.4	75.5	10.3	9.6	24.5
Service/maintenance	85.7	87.1	79.2	14.3	12.9	20.8
Other employees	41.4	44.3	33.8	58.6	55.7	66.2
Public, total	72.9	79.1	60.4	27.1	20.9	39.6
Professional staff	70.9	78.2	60.5	29.1	21.8	39.5
Executive/administrative/managerial	72.7	73.3	56.7	27.3	26.7	43.3
Faculty (instruction/research)	56.6	73.4	32.6	43.4	26.6	67.4
Instruction/research assistants	98.4	NA	98.4	1.6	NA	1.6
Professional (support/service)	86.6	87.5	82.4	13.4	12.5	17.6
Nonprofessional staff	76.7	80.4	60.0	23.3	19.6	40.0
Technical and paraprofessionals	75.4	79.8	61.8	24.6	20.2	38.2
Clerical and secretarial	75.0	79.3	56.9	25.0	20.7	43.1
Skilled crafts	86.4	87.3	66.3	13.6	12.7	33.7
Service/maintenance	79.5	81.9	66.3	20.5	18.1	33.7
Other employees	0.1	0.0	0.3	99.9	100.0	99.7
Private, nonprofit	97.5	97.7	96.9	2.5	2.3	3.1
Professional staff	97.0	97.1	96.8	3.0	2.9	3.2
Executive/administrative/managerial	96.4	96.4	95.6	3.6	3.6	4.4
Faculty (instruction/research)	96.3	96.6	95.8	3.7	3.4	4.2
Instruction/research assistants	99.8	NA	99.8	0.2	NA	0.2
Professional (support/service)	98.1	98.2	97.7	1.9	1.8	2.3
Nonprofessional staff	98.2	98.4	97.2	1.8	1.6	2.8
Technical and paraprofessionals	98.3	98.8	96.0	1.7	1.2	4.0
Clerical and secretarial	98.7	98.9	98.1	1.3	1.1	1.9
Skilled crafts	98.9	99.0	98.0	1.1	1.0	2.0
Service/maintenance	98.2	98.3	97.9	1.8	1.7	2.1
Other employees	80.6	81.9	76.3	19.4	18.1	23.7
Private, for profit	34.3	25.9	45.9	65.7	74.1	54.1
Professional staff	33.7	22.9	47.4	66.3	77.1	52.6
Executive/administrative/managerial	24.2	24.1	26.4	75.8	75.9	73.6
Faculty (instruction/research)	35.3	19.9	46.3	64.7	80.1	53.7
Instruction/research assistants	82.1	NA	82.1	17.9	NA	17.9
Professional (support/service)	26.8	27.3	24.3	73.2	72.7	75.7
Nonprofessional staff	36.4	34.8	39.2	63.6	65.2	60.8
Technical and paraprofessionals	35.3	36.1	33.0	64.7	63.9	67.0
Clerical and secretarial	54.6	50.4	65.6	45.4	49.6	34.4
Skilled crafts	54.1	35.5	66.0	45.9	64.5	34.0
Service/maintenance	47.3	35.4	57.1	52.7	64.6	42.9
Other employees	0.5	0.8	0.1	99.5	99.2	99.9

NA = Not applicable

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-4c. Percent distribution of full-time and part-time employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year		2-year	
	Full time	Part time	Full time	Part time
Total	72.4	27.6	52.6	47.4
Professional staff	65.9	34.1	46.2	53.8
Executive/administrative/managerial	96.1	3.9	93.9	6.1
Faculty (instruction/research)	69.8	30.2	37.4	62.6
Instruction/research assistants	NA	100.0	NA	100.0
Professional (support/service)	84.0	16.0	79.1	20.9
Nonprofessional staff	83.7	16.3	68.4	31.6
Technical and paraprofessionals	81.0	19.0	62.4	37.6
Clerical and secretarial	83.0	17.0	66.8	33.2
Skilled crafts	95.8	4.2	88.2	11.8
Service/maintenance	83.5	16.5	74.1	25.9
Other employees	77.4	22.6	68.7	31.3
Public, total	72.3	27.7	51.3	48.7
Professional staff	64.9	35.1	44.2	55.8
Executive/administrative/managerial	96.9	3.1	93.7	6.3
Faculty (instruction/research)	76.3	23.7	36.1	63.9
Instruction/research assistants	NA	100.0	NA	100.0
Professional (support/service)	84.4	15.6	78.5	21.5
Nonprofessional staff	85.5	14.5	68.4	31.6
Technical and paraprofessionals	80.1	19.9	62.1	37.9
Clerical and secretarial	85.2	14.8	66.4	33.6
Skilled crafts	96.4	3.6	88.6	11.4
Service/maintenance	87.0	13.0	74.5	25.5
Other employees	0.0	100.0	77.8	22.2
Private, nonprofit	73.2	26.8	67.1	32.9
Professional staff	68.4	31.6	66.0	34.0
Executive/administrative/managerial	95.4	4.6	94.3	5.7
Faculty (instruction/research)	61.6	38.4	56.2	43.8
Instruction/research assistants	NA	100.0	NA	100.0
Professional (support/service)	83.2	16.8	79.3	20.7
Nonprofessional staff	80.9	19.1	70.1	29.9
Technical and paraprofessionals	82.7	17.3	58.8	41.2
Clerical and secretarial	80.0	20.0	69.8	30.2
Skilled crafts	94.8	5.2	90.3	9.7
Service/maintenance	78.5	21.5	74.5	25.5
Other employees	77.4	22.6	70.8	29.2
Private, for profit	43.8	56.2	65.5	34.5
Professional staff	38.2	61.8	65.2	34.8
Executive/administrative/managerial	93.9	6.1	94.5	5.5
Faculty (instruction/research)	23.3	76.7	51.4	48.6
Instruction/research assistants	NA	100.0	NA	100.0
Professional (support/service)	86.9	13.1	85.0	15.0
Nonprofessional staff	62.2	37.8	66.6	33.4
Technical and paraprofessionals	76.4	23.6	73.8	26.2
Clerical and secretarial	67.2	32.8	79.4	20.6
Skilled crafts	25.6	74.4	54.8	45.2
Service/maintenance	33.6	66.4	55.1	44.9
Other employees	91.7	8.3	57.1	42.9

NA = Not applicable

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-4d. Percent distribution of professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	9.0	9.2	8.9	7.4	8.3	6.5
Faculty (instruction/research)	47.2	55.0	37.3	80.1	82.4	77.8
Instruction/research assistants	14.8	15.7	13.7	0.8	0.7	0.9
Professional (support/service)	28.9	20.1	40.2	11.7	8.6	14.8
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.8	22.3	18.4	22.0	24.2	20.9
Clerical and secretarial	46.9	15.4	64.5	48.7	15.9	65.6
Skilled crafts	7.4	19.5	0.7	4.2	10.9	0.8
Service/maintenance	25.4	42.4	15.8	21.1	44.4	9.1
Other employees	0.6	0.4	0.6	3.9	4.6	3.6
Public, total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	7.0	7.6	6.1	6.4	7.5	5.3
Faculty (instruction/research)	43.7	51.0	34.1	81.8	83.6	79.9
Instruction/research assistants	20.0	20.9	18.7	0.8	0.6	0.9
Professional (support/service)	29.4	20.5	41.1	11.0	8.3	13.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	20.9	23.1	19.7	22.4	24.8	21.1
Clerical and secretarial	45.6	13.6	63.5	50.0	16.6	67.2
Skilled crafts	8.4	22.1	0.8	4.4	11.3	0.8
Service/maintenance	25.1	41.2	16.0	21.3	45.1	9.1
Other employees	0.0	0.0	0.0	1.9	2.3	1.7
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	12.7	12.0	13.5	15.5	18.5	13.5
Faculty (instruction/research)	53.0	61.9	42.2	66.0	66.1	66.0
Instruction/research assistants	5.9	6.3	5.3	0.4	0.3	0.5
Professional (support/service)	28.4	19.8	39.0	18.0	15.1	20.0
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	17.9	20.9	16.3	17.0	15.7	17.6
Clerical and secretarial	48.9	18.0	65.8	34.4	8.7	47.3
Skilled crafts	5.8	15.4	0.5	3.4	9.2	0.6
Service/maintenance	25.9	44.6	15.7	25.9	49.0	14.4
Other employees	1.5	1.1	1.7	19.3	17.4	20.2
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	11.8	10.5	13.5	18.7	17.7	19.5
Faculty (instruction/research)	66.6	72.1	59.0	62.0	69.8	55.5
Instruction/research assistants	8.3	10.2	5.6	0.9	1.3	0.6
Professional (support/service)	13.3	7.2	21.8	18.4	11.1	24.5
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	16.7	26.1	11.0	17.5	16.5	18.0
Clerical and secretarial	63.9	36.9	80.1	30.4	7.5	42.5
Skilled crafts	2.6	6.1	0.5	1.3	2.2	0.8
Service/maintenance	16.5	30.2	8.2	10.5	23.6	3.6
Other employees	0.4	0.6	0.2	40.4	50.2	35.1

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table A-4e. Percent distribution of full-time professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	13.2	13.3	13.0	15.1	16.9	13.2
Faculty (instruction/research)	50.0	60.8	35.7	64.8	68.3	61.2
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Professional (support/service)	36.8	25.9	51.3	20.1	14.8	25.6
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.1	22.0	17.5	20.1	22.9	18.6
Clerical and secretarial	46.5	12.7	65.8	47.6	8.4	68.3
Skilled crafts	8.5	22.3	0.7	5.5	14.6	0.7
Service/maintenance	25.3	42.7	15.5	22.9	49.7	8.8
Other employees	0.5	0.3	0.6	4.0	4.5	3.7
Public, total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	10.4	11.3	9.3	13.6	15.7	11.3
Faculty (instruction/research)	51.4	61.9	36.8	66.8	69.7	63.6
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Professional (support/service)	38.2	26.9	53.9	19.6	14.7	25.1
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	19.6	22.1	18.1	20.3	23.3	18.8
Clerical and secretarial	45.4	11.4	65.1	48.6	8.5	69.7
Skilled crafts	9.5	24.6	0.8	5.7	15.1	0.7
Service/maintenance	25.5	41.9	16.0	23.2	50.7	8.8
Other employees	NA	NA	NA	2.2	2.4	2.0
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	17.7	16.8	18.7	22.2	26.5	19.2
Faculty (instruction/research)	47.8	59.0	34.0	56.2	55.0	57.0
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Professional (support/service)	34.6	24.2	47.3	21.6	18.5	23.8
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	18.3	21.7	16.5	14.2	13.5	14.6
Clerical and secretarial	48.3	14.8	66.8	34.3	4.0	50.6
Skilled crafts	6.8	18.3	0.5	4.4	12.1	0.3
Service/maintenance	25.2	44.2	14.6	27.6	51.4	14.7
Other employees	1.4	1.0	1.6	19.5	19.0	19.7
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	28.9	27.9	30.1	27.1	26.2	27.9
Faculty (instruction/research)	40.8	55.1	24.4	48.9	59.3	40.2
Instruction/research assistants	NA	NA	NA	NA	NA	NA
Professional (support/service)	30.3	17.0	45.6	24.0	14.5	31.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	20.5	39.0	12.5	19.4	21.7	18.3
Clerical and secretarial	69.0	32.7	84.7	36.2	9.1	49.3
Skilled crafts	1.1	2.4	0.5	1.0	2.5	0.3
Service/maintenance	8.9	24.6	2.1	8.7	21.4	2.5
Other employees	0.5	1.3	0.2	34.6	45.2	29.5

NA = Not applicable

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-4f. Percent distribution of part-time professional and nonprofessional employees in 4- and 2-year postsecondary institutions, by primary occupation and by level of institution, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	4-year			2-year		
	Total	Men	Women	Total	Men	Women
Total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1.0	0.9	1.2	0.8	0.7	0.9
Faculty (instruction/research)	41.8	43.2	40.2	93.2	94.9	91.5
Instruction/research assistants	43.6	47.5	38.9	1.5	1.3	1.6
Professional (support/service)	13.6	8.5	19.7	4.6	3.1	5.9
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	23.0	23.7	22.7	26.2	27.0	25.8
Clerical and secretarial	48.7	30.3	58.1	51.1	33.1	60.0
Skilled crafts	1.9	4.1	0.8	1.6	2.7	1.0
Service/maintenance	25.6	41.1	17.7	17.2	32.4	9.8
Other employees	0.8	0.8	0.8	3.9	4.9	3.4
Public, total						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	0.6	0.6	0.7	0.7	0.7	0.8
Faculty (instruction/research)	29.5	29.6	29.4	93.6	95.2	92.1
Instruction/research assistants	56.9	62.0	50.7	1.4	1.2	1.6
Professional (support/service)	13.0	7.9	19.2	4.3	3.0	5.5
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	28.8	29.8	28.4	26.8	28.1	26.2
Clerical and secretarial	46.6	28.8	55.0	53.1	34.9	62.0
Skilled crafts	2.1	4.8	0.8	1.6	2.8	1.0
Service/maintenance	22.5	36.5	15.9	17.2	32.3	9.8
Other employees	0.0	0.0	0.0	1.3	1.9	1.0
Private, nonprofit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1.9	1.5	2.3	2.6	2.5	2.7
Faculty (instruction/research)	64.5	68.4	59.8	85.1	88.3	83.0
Instruction/research assistants	18.6	20.2	16.6	1.3	1.0	1.5
Professional (support/service)	15.1	10.0	21.2	11.0	8.2	12.7
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	16.2	17.3	15.7	23.3	21.8	24.0
Clerical and secretarial	51.2	31.6	61.9	34.7	21.8	40.1
Skilled crafts	1.6	3.1	0.8	1.1	1.0	1.1
Service/maintenance	29.2	46.3	19.9	22.1	42.2	13.6
Other employees	1.7	1.7	1.8	18.8	13.1	21.2
Private, for profit						
Professional staff	100.0	100.0	100.0	100.0	100.0	100.0
Executive/administrative/managerial	1.2	1.1	1.2	2.9	1.7	3.9
Faculty (instruction/research)	82.6	81.2	84.8	66.5	89.8	63.8
Instruction/research assistants	13.4	15.6	9.9	2.6	3.9	1.6
Professional (support/service)	2.8	2.0	4.1	7.9	4.6	10.7
Nonprofessional staff	100.0	100.0	100.0	100.0	100.0	100.0
Technical and paraprofessionals	10.4	13.2	7.7	13.7	7.8	17.4
Clerical and secretarial	55.4	41.1	69.4	18.8	4.9	27.6
Skilled crafts	5.1	9.8	0.5	1.7	1.7	1.7
Service/maintenance	29.0	35.9	22.2	14.1	27.1	5.8
Other employees	0.1	0.0	0.2	51.7	58.5	47.5

NOTE: For 4- and 2-year data, see tables A-2 and A-3, respectively. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table A-5. Number of employees in less than 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	59,542	22,534	37,008	40,273	14,620	25,653	19,269	7,914	11,355
Professional staff	43,103	16,090	27,013	28,821	10,320	18,501	14,282	5,770	8,512
Executive/administrative/managerial	10,042	3,721	6,321	8,909	3,347	5,562	1,133	374	759
Faculty (instruction/research)	26,972	10,735	16,237	14,951	5,624	9,327	12,021	5,111	6,910
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	6,089	1,634	4,455	4,961	1,349	3,612	1,128	285	843
Nonprofessional staff	16,439	6,444	9,995	11,452	4,300	7,152	4,987	2,144	2,843
Technical and paraprofessionals	2,498	966	1,532	1,774	584	1,190	724	382	342
Clerical and secretarial	414	41	373	369	35	334	45	6	39
Skilled crafts	74	43	31	61	40	21	13	3	10
Service/maintenance	40	25	15	25	17	8	15	8	7
Other employees	13,413	5,369	8,044	9,223	3,624	5,599	4,190	1,745	2,445
Public, total	13,999	6,110	7,889	8,455	3,464	4,991	5,544	2,646	2,898
Professional staff	9,275	4,287	4,988	5,601	2,477	3,124	3,674	1,810	1,864
Executive/administrative/managerial	714	411	303	641	365	276	73	46	27
Faculty (instruction/research)	7,422	3,573	3,849	3,927	1,841	2,086	3,495	1,732	1,763
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	1,139	303	836	1,033	271	762	106	32	74
Nonprofessional staff	4,724	1,823	2,901	2,854	987	1,867	1,870	836	1,034
Technical and paraprofessionals	1,063	435	628	628	170	458	435	265	170
Clerical and secretarial	0	0	0	0	0	0	0	0	0
Skilled crafts	0	0	NA	NA	NA	NA	NA	NA	NA
Service/maintenance	0	0	0	0	0	0	0	0	0
Other employees	3,661	1,388	2,273	2,226	817	1,409	1,435	571	864
Private, nonprofit	4,506	1,950	2,556	2,906	1,212	1,694	1,600	738	862
Professional staff	3,200	1,442	1,758	2,038	901	1,137	1,162	541	621
Executive/administrative/managerial	728	314	414	625	278	347	103	36	67
Faculty (instruction/research)	1,902	931	971	954	459	495	948	472	476
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	570	197	373	459	164	295	111	33	78
Nonprofessional staff	1,306	508	798	868	311	557	438	197	241
Technical and paraprofessionals	237	93	144	189	75	114	48	18	30
Clerical and secretarial	0	0	0	14	3	11	0	0	0
Skilled crafts	14	3	11	0	0	0	0	0	0
Service/maintenance	9	3	6	9	3	6	0	0	0
Other employees	1,046	409	637	656	230	426	390	179	211
Private, for profit	41,037	14,474	26,563	28,912	9,944	18,968	12,125	4,530	7,595
Professional staff	30,628	10,361	20,267	21,182	6,942	14,240	9,446	3,419	6,027
Executive/administrative/managerial	8,600	2,996	5,604	7,643	2,704	4,939	957	292	665
Faculty (instruction/research)	17,648	6,231	11,417	10,070	3,324	6,746	7,578	2,907	4,671
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	4,380	1,134	3,246	3,469	914	2,555	911	220	691
Nonprofessional staff	10,409	4,113	6,296	7,730	3,002	4,728	2,679	1,111	1,568
Technical and paraprofessionals	1,198	438	760	957	339	618	241	99	142
Clerical and secretarial	400	38	362	355	32	323	45	6	39
Skilled crafts	74	43	31	61	40	21	13	3	10
Service/maintenance	31	22	9	16	14	2	15	8	7
Other employees	8,706	3,572	5,134	6,341	2,577	3,764	2,365	995	1,370

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only. For institutions that completed the Consolidated (CN) survey, the other employees category combines staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Appendix B
Detailed Tables for Institutions of Higher Education (IHE)

Table B-1a. Number of employees in institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,602,612	1,256,037	1,346,575	1,783,510	854,308	929,202	819,102	401,729	417,373
Professional staff	1,687,287	931,933	756,354	1,039,094	586,228	452,866	648,193	344,705	303,488
Executive/administrative/managerial	143,675	82,748	60,927	137,834	80,098	57,736	5,841	2,650	3,191
Faculty (instruction/research)	915,474	561,123	354,351	545,706	363,430	182,276	369,768	197,693	172,075
Instruction/research assistants	202,819	120,384	82,435	NA	NA	NA	202,819	120,384	82,435
Professional (support/service)	425,319	166,678	258,641	355,554	142,700	212,854	69,765	23,978	45,787
Nonprofessional staff	915,325	325,104	590,221	744,416	268,080	476,336	170,909	57,024	113,885
Technical and paraprofessionals	183,987	73,241	110,746	142,846	59,070	83,776	41,141	14,171	26,970
Clerical and secretarial	438,041	50,898	387,143	351,962	32,801	319,161	86,079	18,097	67,982
Skilled crafts	64,065	59,901	4,164	60,926	57,736	3,190	3,139	2,165	974
Service/maintenance	229,232	141,064	88,168	188,682	118,473	70,209	40,550	22,591	17,959
Public, total	1,812,513	878,784	933,729	1,206,420	582,714	623,706	606,093	296,070	310,023
Professional staff	1,193,284	658,896	534,388	701,426	399,754	301,672	491,858	259,142	232,716
Executive/administrative/managerial	81,209	50,051	31,158	77,989	48,506	29,483	3,220	1,545	1,675
Faculty (instruction/research)	650,434	392,047	258,387	382,748	253,187	129,561	267,686	138,860	128,826
Instruction/research assistants	173,678	102,981	70,697	NA	NA	NA	173,678	102,981	70,697
Professional (support/service)	287,963	113,817	174,146	240,689	98,061	142,628	47,274	15,756	31,518
Nonprofessional staff	619,229	219,888	399,341	504,994	182,960	322,034	114,235	36,928	77,307
Technical and paraprofessionals	131,651	51,646	80,005	99,589	40,851	58,738	32,062	10,795	21,267
Clerical and secretarial	290,152	31,625	258,527	233,590	19,964	213,626	56,562	11,661	44,901
Skilled crafts	46,662	43,578	3,084	44,500	42,090	2,410	2,162	1,488	674
Service/maintenance	150,764	93,039	57,725	127,315	80,055	47,260	23,449	12,984	10,465
Private, nonprofit	766,723	366,217	400,506	562,952	265,431	297,521	203,771	100,786	102,985
Professional staff	476,257	262,719	213,538	327,463	181,337	146,126	148,794	81,382	67,412
Executive/administrative/managerial	59,867	31,387	28,480	57,294	30,300	26,994	2,573	1,087	1,486
Faculty (instruction/research)	254,130	162,724	91,406	158,059	107,168	50,891	96,071	55,556	40,515
Instruction/research assistants	28,065	16,640	11,425	NA	NA	NA	28,065	16,640	11,425
Professional (support/service)	134,195	51,968	82,227	112,110	43,869	68,241	22,085	8,099	13,986
Nonprofessional staff	290,466	103,498	186,968	235,489	84,094	151,395	54,977	19,404	35,573
Technical and paraprofessionals	51,294	21,261	30,033	42,454	17,950	24,504	8,840	3,311	5,529
Clerical and secretarial	144,656	18,886	125,770	115,865	12,578	103,287	28,791	6,308	22,483
Skilled crafts	17,184	16,167	1,017	16,314	15,565	749	870	602	268
Service/maintenance	77,332	47,184	30,148	60,856	38,001	22,855	16,476	9,183	7,293
Private, for profit	23,376	11,036	12,340	14,138	6,163	7,975	9,238	4,873	4,365
Professional staff	17,746	9,318	8,428	10,205	5,137	5,068	7,541	4,181	3,360
Executive/administrative/managerial	2,599	1,310	1,289	2,551	1,292	1,259	48	18	30
Faculty (instruction/research)	10,910	6,352	4,558	4,899	3,075	1,824	6,011	3,277	2,734
Instruction/research assistants	1,076	763	313	NA	NA	NA	1,076	763	313
Professional (support/service)	3,161	893	2,268	2,755	770	1,985	406	123	283
Nonprofessional staff	5,630	1,718	3,912	3,933	1,026	2,907	1,697	692	1,005
Technical and paraprofessionals	1,042	334	708	803	269	534	239	65	174
Clerical and secretarial	3,233	387	2,846	2,507	259	2,248	726	128	598
Skilled crafts	219	156	63	112	81	31	107	75	32
Service/maintenance	1,136	841	295	511	417	94	625	424	201

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-1b. Number of employees in institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	2,602,612	2,021,998	274,555	100,990	95,831	12,615	70,359	26,264
Professional staff	1,687,287	1,375,939	103,327	44,085	70,518	6,829	64,097	22,492
Executive/administrative/managerial	143,675	123,737	12,619	3,715	2,395	745	279	185
Faculty (instruction/research)	915,474	779,041	45,172	22,312	35,289	3,407	14,878	15,375
Instruction/research assistants	202,819	131,242	7,487	5,245	14,832	677	37,751	5,585
Professional (support/service)	425,319	341,919	38,049	12,813	18,002	2,000	11,189	1,347
Nonprofessional staff	915,325	646,059	171,228	56,905	25,313	5,786	6,262	3,772
Technical and paraprofessionals	183,987	135,003	27,684	8,891	7,757	1,063	2,505	1,084
Clerical and secretarial	438,041	327,483	67,516	25,050	11,923	2,501	2,020	1,548
Skilled crafts	64,065	52,008	6,970	3,440	735	498	146	268
Service/maintenance	229,232	131,565	69,058	19,524	4,898	1,724	1,591	872
Public, total	1,812,513	1,408,756	183,885	71,862	65,685	10,495	54,921	16,909
Professional staff	1,193,284	966,121	72,658	33,120	49,711	5,679	51,820	14,175
Executive/administrative/managerial	81,209	69,596	7,268	2,206	1,340	559	147	93
Faculty (instruction/research)	650,434	551,205	33,895	17,217	24,308	2,870	11,179	9,760
Instruction/research assistants	173,678	113,600	5,966	4,547	12,616	610	32,966	3,373
Professional (support/service)	287,963	231,720	25,529	9,150	11,447	1,640	7,528	949
Nonprofessional staff	619,229	442,635	111,227	38,742	15,974	4,816	3,101	2,734
Technical and paraprofessionals	131,651	99,224	18,634	6,338	4,630	899	1,151	775
Clerical and secretarial	290,152	218,006	42,781	17,489	7,620	2,088	1,131	1,037
Skilled crafts	46,662	37,948	4,980	2,493	476	440	82	243
Service/maintenance	150,764	87,457	44,832	12,422	3,248	1,389	737	679
Private, nonprofit	766,723	594,071	88,782	28,078	29,483	2,073	15,393	8,843
Professional staff	476,257	394,784	29,507	10,414	20,308	1,124	12,236	7,884
Executive/administrative/managerial	59,867	51,852	5,195	1,431	1,010	183	130	66
Faculty (instruction/research)	254,130	218,510	10,679	4,840	10,662	521	3,676	5,242
Instruction/research assistants	28,065	16,884	1,380	618	2,133	65	4,785	2,200
Professional (support/service)	134,195	107,538	12,253	3,525	6,503	355	3,645	376
Nonprofessional staff	290,466	199,287	59,275	17,664	9,175	949	3,157	959
Technical and paraprofessionals	51,294	35,023	8,931	2,474	3,086	164	1,353	263
Clerical and secretarial	144,656	106,969	24,365	7,314	4,235	400	886	487
Skilled crafts	17,184	13,870	1,977	937	254	58	64	24
Service/maintenance	77,332	43,425	24,002	6,939	1,600	327	854	185
Private, for profit	23,376	19,171	1,888	1,050	663	47	45	512
Professional staff	17,746	15,034	1,162	551	499	26	41	433
Executive/administrative/managerial	2,599	2,289	156	78	45	3	2	26
Faculty (instruction/research)	10,910	9,326	598	255	319	16	23	373
Instruction/research assistants	1,076	758	141	80	83	2	0	12
Professional (support/service)	3,161	2,661	267	138	52	5	16	22
Nonprofessional staff	5,630	4,137	726	499	164	21	4	79
Technical and paraprofessionals	1,042	756	119	79	41	0	1	46
Clerical and secretarial	3,233	2,508	370	247	66	13	3	24
Skilled crafts	219	190	13	10	5	0	0	1
Service/maintenance	1,136	683	224	163	50	8	0	8

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-1c. Number of full-time employees in institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	1,783,510	1,392,311	219,074	73,960	62,034	9,229	23,912	2,990
Professional staff	1,039,094	871,647	71,263	26,700	42,946	4,446	20,284	1,808
Executive/administrative/managerial	137,834	118,651	12,232	3,580	2,243	726	246	156
Faculty (instruction/research)	545,706	468,770	25,658	12,076	25,269	1,997	10,829	1,107
Professional (support/service)	355,554	284,226	33,373	11,044	15,434	1,723	9,209	545
Nonprofessional staff	744,416	520,664	147,811	47,260	19,088	4,783	3,628	1,182
Technical and paraprofessionals	142,846	103,861	23,351	6,731	5,925	842	1,892	244
Clerical and secretarial	351,962	262,470	57,646	20,061	8,466	2,026	821	472
Skilled crafts	60,926	49,514	6,679	3,303	672	474	98	186
Service/maintenance	188,682	104,819	60,135	17,165	4,025	1,441	817	280
Public, total	1,206,420	946,206	143,889	50,609	40,632	7,537	15,634	1,913
Professional staff	701,426	586,885	48,289	18,995	28,558	3,573	14,018	1,108
Executive/administrative/managerial	77,989	66,787	7,082	2,134	1,239	545	129	73
Faculty (instruction/research)	382,748	327,282	18,771	8,891	17,596	1,633	7,875	700
Professional (support/service)	240,689	192,816	22,436	7,970	9,723	1,395	6,014	335
Nonprofessional staff	504,994	359,321	95,600	31,614	12,074	3,964	1,616	805
Technical and paraprofessionals	99,589	74,837	15,307	4,560	3,309	705	751	120
Clerical and secretarial	233,590	176,433	35,771	13,545	5,476	1,673	386	306
Skilled crafts	44,500	36,305	4,758	2,383	428	419	44	163
Service/maintenance	127,315	71,746	39,764	11,126	2,861	1,167	435	216
Private, nonprofit	562,952	434,470	73,995	22,636	21,054	1,652	8,245	900
Professional staff	327,463	275,967	22,297	7,376	14,149	850	6,236	588
Executive/administrative/managerial	57,294	49,620	4,995	1,368	960	178	115	58
Faculty (instruction/research)	158,059	137,259	6,596	3,058	7,515	349	2,941	341
Professional (support/service)	112,110	89,088	10,706	2,950	5,674	323	3,180	189
Nonprofessional staff	235,489	158,503	51,698	15,260	6,905	802	2,009	312
Technical and paraprofessionals	42,454	28,477	7,933	2,107	2,581	137	1,140	79
Clerical and secretarial	115,865	84,097	21,599	6,311	2,934	342	433	149
Skilled crafts	16,314	13,118	1,910	912	243	55	54	22
Service/maintenance	60,856	32,811	20,256	5,930	1,147	268	382	62
Private, for profit	14,138	11,635	1,190	715	348	40	33	177
Professional staff	10,205	8,795	677	329	239	23	30	112
Executive/administrative/managerial	2,551	2,244	155	78	44	3	2	25
Faculty (instruction/research)	4,899	4,229	291	127	158	15	13	66
Professional (support/service)	2,755	2,322	231	124	37	5	15	21
Nonprofessional staff	3,933	2,840	513	386	109	17	3	65
Technical and paraprofessionals	803	547	111	64	35	0	1	45
Clerical and secretarial	2,507	1,940	276	205	56	11	2	17
Skilled crafts	112	91	11	8	1	0	0	1
Service/maintenance	511	262	115	109	17	6	0	2

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-1d. Number of part-time employees in institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	819,102	629,687	55,481	27,030	33,797	3,386	46,447	23,274
Professional staff	648,193	504,292	32,064	17,385	27,572	2,383	43,813	20,684
Executive/administrative/managerial	5,841	5,086	387	135	152	19	33	29
Faculty (instruction/research)	369,768	310,271	19,514	10,236	10,020	1,410	4,049	14,268
Instruction/research assistants	202,819	131,242	7,487	5,245	14,832	677	37,751	5,585
Professional (support/service)	69,765	57,693	4,676	1,769	2,568	277	1,980	802
Nonprofessional staff	170,909	125,395	23,417	9,645	6,225	1,003	2,634	2,590
Technical and paraprofessionals	41,141	31,142	4,333	2,160	1,832	221	613	840
Clerical and secretarial	86,079	65,013	9,870	4,989	3,457	475	1,199	1,076
Skilled crafts	3,139	2,484	291	137	63	24	48	82
Service/maintenance	40,550	26,746	8,923	2,359	873	283	774	592
Public, total	606,093	462,550	39,936	21,253	25,053	2,958	33,287	14,996
Professional staff	491,858	379,236	24,369	14,125	21,153	2,106	37,802	13,067
Executive/administrative/managerial	3,220	2,609	186	72	101	14	18	20
Faculty (instruction/research)	267,686	223,923	15,124	8,326	6,712	1,237	3,304	9,060
Instruction/research assistants	173,678	113,600	5,966	4,547	12,616	610	32,966	3,373
Professional (support/service)	47,274	38,904	3,093	1,180	1,724	245	1,514	614
Nonprofessional staff	114,235	83,314	15,627	7,128	3,900	852	1,485	1,929
Technical and paraprofessionals	32,052	24,387	3,327	1,778	1,321	194	400	655
Clerical and secretarial	56,562	41,573	7,010	3,644	2,144	415	745	731
Skilled crafts	2,162	1,643	222	110	48	21	38	80
Service/maintenance	23,449	15,711	5,068	1,296	387	222	302	463
Private, nonprofit	203,771	159,601	14,767	5,442	8,429	421	7,148	7,943
Professional staff	148,794	118,817	7,210	3,038	6,159	274	6,000	7,296
Executive/administrative/managerial	2,573	2,232	200	63	50	5	15	8
Faculty (instruction/research)	96,071	81,251	4,063	1,782	3,147	172	735	4,901
Instruction/research assistants	28,065	16,884	1,380	618	2,133	65	4,785	2,200
Professional (support/service)	22,085	18,450	1,547	575	829	32	465	187
Nonprofessional staff	54,977	40,784	7,577	2,404	2,270	147	1,148	647
Technical and paraprofessionals	8,840	6,546	998	367	535	27	213	184
Clerical and secretarial	28,791	22,872	2,766	1,003	1,301	58	453	338
Skilled crafts	870	752	67	25	11	3	10	2
Service/maintenance	16,476	10,614	3,746	1,009	453	59	472	123
Private, for profit	9,238	7,536	698	335	315	7	12	335
Professional staff	7,541	6,239	485	222	260	3	11	321
Executive/administrative/managerial	48	45	1	0	1	0	0	1
Faculty (instruction/research)	6,011	5,097	307	128	161	1	10	307
Instruction/research assistants	1,076	758	141	80	83	2	0	12
Professional (support/service)	406	339	36	14	15	0	1	1
Nonprofessional staff	1,697	1,297	213	113	55	4	1	14
Technical and paraprofessionals	239	209	8	15	6	0	0	1
Clerical and secretarial	726	568	94	42	12	2	1	7
Skilled crafts	107	99	2	2	4	0	0	0
Service/maintenance	625	421	109	54	33	2	0	6

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-1e. Number of employees in institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	1,258,037	1,346,575	980,640	1,041,358	106,290	168,265	46,953	54,037	53,029	42,802	5,627	6,788	48,411	21,948	14,887	11,377
Professional staff	930,933	756,354	758,678	617,261	44,270	59,057	22,778	21,307	43,072	27,446	3,534	3,295	45,347	18,750	13,254	9,238
Executive/administrative/managerial	82,748	60,927	72,585	51,152	6,097	6,522	2,026	1,689	1,314	1,081	421	324	185	94	120	65
Faculty (instruction/research)	581,123	354,351	478,654	300,387	22,660	22,512	12,966	9,346	24,695	10,594	1,955	1,452	11,122	3,756	9,071	6,304
Instruction/research assistants	120,384	82,435	73,979	57,263	3,415	4,072	2,767	2,478	9,627	5,205	354	323	26,836	10,915	3,406	2,179
Professional (support/service)	166,678	258,641	133,460	208,459	12,098	25,951	5,019	7,794	7,436	10,566	804	1,196	7,204	3,985	657	690
Nonprofessional staff	325,104	590,221	221,962	424,097	62,020	109,208	24,175	32,730	9,957	15,356	2,293	3,493	3,064	3,198	1,633	2,139
Technical and paraprofessionals	73,241	110,746	55,587	79,416	8,626	19,058	3,720	5,171	3,266	4,491	393	670	1,145	1,360	504	580
Clerical and secretarial	50,898	387,143	33,156	294,327	8,819	58,697	4,221	20,829	3,090	8,833	325	2,176	870	1,150	417	1,131
Skilled crafts	58,901	4,164	48,773	3,235	6,405	565	3,241	199	678	57	465	33	119	27	220	48
Service/maintenance	141,064	88,168	84,446	47,119	38,170	30,888	12,993	6,531	2,923	1,975	1,110	614	930	661	492	380
Public, total	878,784	933,729	685,699	723,057	71,099	112,786	33,165	38,697	36,957	28,728	4,707	5,788	38,292	16,629	8,865	8,044
Professional staff	658,866	534,388	532,470	433,651	31,014	41,644	17,330	15,790	30,794	18,917	2,827	2,852	36,765	15,055	7,696	6,479
Executive/administrative/managerial	50,051	31,158	43,701	25,895	3,769	3,499	1,317	889	800	540	298	261	106	41	60	33
Faculty (instruction/research)	392,047	258,387	333,379	217,826	16,354	17,541	9,961	7,256	17,035	7,273	1,589	1,281	8,424	2,755	5,305	4,455
Instruction/research assistants	102,981	70,697	63,982	49,618	2,686	3,280	2,382	2,165	8,252	4,364	324	286	23,463	9,503	1,892	1,481
Professional (support/service)	113,817	174,146	91,408	140,312	8,205	17,324	3,670	5,480	4,707	6,740	616	1,024	4,772	2,756	439	510
Nonprofessional staff	219,888	399,341	153,229	289,406	40,085	71,142	15,835	22,907	6,163	9,811	1,880	2,936	1,527	1,574	1,169	1,565
Technical and paraprofessionals	51,646	80,005	40,358	58,866	5,560	13,074	2,615	3,723	1,925	2,705	327	572	533	618	328	447
Clerical and secretarial	31,625	258,527	20,708	197,298	5,189	37,592	2,813	14,676	1,861	5,759	255	1,833	524	607	275	762
Skilled crafts	43,578	3,084	35,579	2,369	4,549	431	2,337	156	438	38	415	25	61	21	199	44
Service/maintenance	93,039	57,725	56,584	30,873	24,787	20,045	8,070	4,352	1,939	1,309	883	506	409	328	367	312
Private, nonprofit	366,217	400,506	285,983	308,088	34,343	54,439	13,316	14,762	15,684	13,799	1,089	984	10,100	5,293	5,702	3,141
Professional staff	262,719	213,538	218,398	176,386	12,676	16,831	5,151	5,263	11,952	8,356	687	437	8,564	3,672	5,291	2,593
Executive/administrative/managerial	31,387	28,480	27,745	24,107	2,250	2,945	664	767	487	523	122	61	79	51	40	26
Faculty (instruction/research)	162,724	91,406	139,886	78,624	5,982	4,697	2,851	1,989	7,432	3,230	351	170	2,686	990	3,536	1,706
Instruction/research assistants	16,640	11,425	9,442	7,442	637	743	333	285	1,323	810	28	37	3,373	1,412	1,504	896
Professional (support/service)	51,968	82,227	41,325	66,213	3,807	8,446	1,303	2,222	2,710	3,793	186	189	2,426	1,219	211	165
Nonprofessional staff	103,498	186,968	67,585	131,702	21,667	37,608	8,165	9,499	3,732	5,443	402	547	1,536	1,621	411	548
Technical and paraprofessionals	21,261	30,033	14,987	20,036	3,044	5,887	1,092	1,382	1,324	1,762	66	98	612	741	136	127
Clerical and secretarial	18,886	125,770	12,175	94,794	3,570	20,795	1,375	5,939	1,218	3,017	66	334	346	541	137	350
Skilled crafts	16,167	1,017	13,058	812	1,849	128	894	43	238	16	50	8	58	8	20	4
Service/maintenance	47,184	30,148	27,365	16,060	13,204	10,798	4,804	2,135	952	648	220	107	521	333	118	67
Private, for profit	11,036	12,340	8,958	10,213	848	1,040	472	578	388	275	31	18	19	26	320	192
Professional staff	9,318	8,428	7,810	7,224	580	582	297	254	326	173	20	6	18	23	267	166
Executive/administrative/managerial	1,310	1,289	1,139	1,150	78	78	45	33	27	18	1	2	0	2	20	6
Faculty (instruction/research)	6,352	4,558	5,389	3,937	324	274	154	101	228	91	15	5	12	11	230	143
Instruction/research assistants	763	313	555	203	92	49	52	28	52	31	2	0	0	0	10	2
Professional (support/service)	893	2,268	727	1,934	86	181	46	92	19	33	2	3	6	10	7	15
Nonprofessional staff	1,718	3,912	1,148	2,989	268	458	175	324	62	102	11	10	1	3	53	26
Technical and paraprofessionals	334	708	242	514	22	97	13	66	17	24	0	0	0	1	40	6
Clerical and secretarial	387	2,846	273	2,235	60	310	33	214	11	57	4	9	1	2	5	19
Skilled crafts	156	63	136	54	7	6	10	0	2	3	0	0	0	0	1	0
Service/maintenance	841	295	497	186	179	45	119	44	32	18	7	1	0	0	7	1

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-1f. Number of full-time employees in institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	854,308	929,202	681,454	710,857	82,724	136,350	34,211	39,749	33,886	28,148	4,301	4,928	16,010	7,902	1,722	1,268
Professional staff	586,228	452,866	498,297	373,350	29,740	41,523	13,744	12,956	26,522	16,424	2,369	2,077	14,429	5,855	1,127	681
Executive/administrative/managerial	80,098	57,736	70,303	48,348	5,904	6,328	1,963	1,617	1,244	999	415	311	166	80	103	53
Faculty (instruction/research)	363,430	182,276	313,278	155,492	13,385	12,273	7,459	4,617	18,943	6,326	1,237	760	8,355	2,474	773	334
Professional (support/service)	142,700	212,854	114,716	169,510	10,451	22,922	4,322	6,722	6,335	9,099	717	1,006	5,908	3,301	251	294
Nonprofessional staff	268,080	476,336	183,157	337,507	52,984	94,827	20,467	26,793	7,364	11,724	1,932	2,851	1,581	2,047	595	587
Technical and paraprofessionals	59,070	83,776	45,109	58,752	7,231	16,120	2,913	3,818	2,523	3,402	324	518	835	1,057	135	109
Clerical and secretarial	32,801	319,161	21,461	241,009	6,387	51,259	2,756	17,305	1,719	6,747	212	1,814	201	620	65	407
Skilled crafts	57,736	3,190	47,014	2,500	6,207	472	3,163	140	638	34	444	30	88	10	182	4
Service/maintenance	118,473	70,209	69,573	35,246	33,159	26,976	11,635	5,530	2,484	1,541	952	489	457	360	213	67
Public, total	582,714	623,706	467,028	479,178	54,586	89,303	23,248	27,361	22,665	17,967	3,396	4,141	10,687	4,947	1,104	809
Professional staff	399,754	301,672	338,889	247,996	20,271	28,018	10,034	8,961	18,076	10,482	1,807	1,766	9,993	4,025	684	424
Executive/administrative/managerial	48,506	29,483	42,365	24,422	3,670	3,412	1,282	852	755	484	294	251	92	37	48	25
Faculty (instruction/research)	253,187	129,561	217,279	110,003	9,439	9,332	5,545	3,346	13,321	4,275	973	660	6,137	1,738	493	207
Professional (support/service)	98,061	142,628	79,245	113,571	7,162	15,274	3,207	4,763	4,000	5,723	540	855	3,764	2,250	143	192
Nonprofessional staff	182,960	322,034	128,139	231,182	34,315	61,285	13,214	18,400	4,589	7,485	1,589	2,375	694	922	420	385
Technical and paraprofessionals	40,851	58,738	32,319	42,518	4,507	10,800	1,967	2,593	1,420	1,889	267	438	317	434	54	66
Clerical and secretarial	19,964	213,626	13,544	162,889	3,451	32,320	1,631	11,914	1,042	4,434	161	1,512	98	288	37	269
Skilled crafts	42,090	2,410	34,408	1,897	4,404	354	2,276	107	405	23	396	23	39	5	162	1
Service/maintenance	80,055	47,260	47,868	23,878	21,953	17,811	7,340	3,786	1,722	1,139	765	402	240	195	167	49
Private, nonprofit	265,431	297,521	209,388	225,082	27,658	46,337	10,678	11,958	11,020	10,034	881	771	5,311	2,934	495	405
Professional staff	181,337	146,126	155,014	120,953	9,156	13,141	3,553	3,823	8,278	5,871	545	305	4,424	1,812	367	221
Executive/administrative/managerial	30,300	26,994	26,815	22,805	2,156	2,839	636	732	463	497	120	58	74	41	36	22
Faculty (instruction/research)	107,168	50,891	93,352	43,907	3,785	2,811	1,846	1,212	5,494	2,021	250	99	2,211	730	230	111
Professional (support/service)	43,869	68,241	34,847	54,241	3,215	7,491	1,071	1,879	2,321	3,353	175	148	2,139	1,041	101	88
Nonprofessional staff	84,094	151,395	54,374	104,129	18,502	33,196	7,125	8,135	2,742	4,163	336	466	887	1,122	128	184
Technical and paraprofessionals	17,950	24,504	12,604	15,873	2,704	5,229	935	1,172	1,091	1,490	57	80	518	622	41	38
Clerical and secretarial	12,578	103,287	7,737	76,360	2,897	18,702	1,098	5,213	670	2,264	49	293	103	330	24	125
Skilled crafts	15,565	749	12,540	578	1,797	113	879	33	233	10	48	7	49	5	19	3
Service/maintenance	38,001	22,855	21,493	11,318	11,104	9,152	4,213	1,717	748	399	182	86	217	165	44	18
Private, for profit	6,163	7,975	5,038	6,597	480	710	285	430	201	147	24	16	12	21	123	54
Professional staff	5,137	5,068	4,394	4,401	313	364	157	172	168	71	17	6	12	18	76	36
Executive/administrative/managerial	1,292	1,259	1,123	1,121	78	77	45	33	26	18	1	2	0	2	19	6
Faculty (instruction/research)	3,075	1,824	2,647	1,582	161	130	68	59	128	30	14	1	7	6	50	16
Professional (support/service)	770	1,985	624	1,698	74	157	44	80	14	23	2	3	5	10	7	14
Nonprofessional staff	1,026	2,907	644	2,196	167	346	128	258	33	76	7	10	0	3	47	18
Technical and paraprofessionals	269	534	186	361	20	91	11	53	12	23	0	0	0	1	40	5
Clerical and secretarial	259	2,248	180	1,760	39	237	27	178	7	49	2	9	0	2	4	13
Skilled crafts	81	31	66	25	6	5	8	0	0	1	0	0	0	0	1	0
Service/maintenance	417	94	212	50	102	13	82	27	14	3	5	1	0	0	2	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-1g. Number of part-time employees in institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	401,729	417,373	299,186	330,501	23,566	31,915	12,742	14,288	19,143	14,654	1,526	1,860	32,401	14,046	13,165	10,109
Professional staff	344,705	303,488	260,381	243,911	14,530	17,534	9,034	8,351	16,550	11,022	1,165	1,218	30,918	12,895	12,127	8,557
Executive/administrative/managerial	2,650	3,191	2,282	2,804	193	194	63	72	70	82	6	13	19	14	17	12
Faculty (instruction/research)	197,693	172,075	165,376	144,895	9,275	10,239	5,507	4,729	5,752	4,268	718	692	2,767	1,282	8,298	5,970
Instruction/research assistants	120,384	82,435	73,979	57,263	3,415	4,072	2,767	2,478	9,627	5,205	354	323	26,836	10,915	3,406	2,179
Professional (support/service)	23,978	45,787	18,744	38,949	1,647	3,029	697	1,072	1,101	1,467	87	190	1,296	684	406	396
Nonprofessional staff	57,024	113,885	38,805	86,590	9,036	14,381	3,708	5,937	2,593	3,632	361	642	1,483	1,151	1,038	1,552
Technical and paraprofessionals	14,171	26,970	10,478	20,664	1,395	2,938	807	1,353	743	1,089	69	152	310	303	369	471
Clerical and secretarial	18,097	67,982	11,695	53,318	2,432	7,438	1,465	3,524	1,371	2,086	113	362	669	530	352	724
Skilled crafts	2,165	974	1,759	735	198	93	78	59	40	23	21	3	31	17	38	44
Service/maintenance	22,591	17,959	14,873	11,873	5,011	3,912	1,358	1,001	439	434	158	125	473	301	279	313
Public, total	296,070	310,023	218,671	243,879	16,513	23,483	9,917	11,336	14,292	10,761	1,311	1,647	27,605	11,682	7,761	7,235
Professional staff	259,142	232,716	193,581	185,655	10,743	13,626	7,296	6,829	12,718	8,435	1,020	1,086	26,772	11,030	7,012	6,055
Executive/administrative/managerial	1,545	1,675	1,336	1,473	99	87	35	37	45	56	4	10	14	4	12	8
Faculty (instruction/research)	138,860	128,826	116,100	107,823	6,915	8,209	4,416	3,910	3,714	2,998	616	621	2,287	1,017	4,812	4,248
Instruction/research assistants	102,981	70,697	63,982	49,618	2,666	3,280	2,382	2,165	8,252	4,364	324	286	23,463	9,503	1,892	1,481
Professional (support/service)	15,756	31,518	12,163	26,741	1,043	2,050	463	717	707	1,017	76	169	1,008	506	296	318
Nonprofessional staff	36,928	77,307	25,090	58,224	5,770	9,857	2,621	4,507	1,574	2,326	291	561	833	652	749	1,180
Technical and paraprofessionals	10,795	21,267	8,039	16,348	1,053	2,274	648	1,130	505	816	60	134	216	184	274	381
Clerical and secretarial	11,661	44,901	7,164	34,409	1,738	5,272	1,182	2,762	819	1,325	94	321	426	319	238	493
Skilled crafts	1,488	674	1,171	472	145	77	61	49	33	15	19	2	22	16	37	43
Service/maintenance	12,984	10,465	8,716	6,995	2,834	2,234	730	566	217	170	118	104	169	133	200	263
Private, nonprofit	100,786	102,985	76,595	83,006	6,685	8,102	2,638	2,804	4,664	3,765	208	213	4,789	2,359	5,207	2,736
Professional staff	81,382	67,412	63,384	55,433	3,520	3,690	1,598	1,440	3,674	2,485	142	132	4,140	1,860	4,924	2,372
Executive/administrative/managerial	1,087	1,486	930	1,302	94	106	28	35	24	26	2	3	5	10	4	4
Faculty (instruction/research)	55,556	40,515	46,534	34,717	2,197	1,886	1,005	777	1,209	101	71	475	260	3,306	1,595	
Instruction/research assistants	16,640	11,425	9,442	7,442	637	743	333	285	810	28	37	3,373	1,412	1,504	696	
Professional (support/service)	8,099	13,986	6,478	11,972	592	955	232	343	38	440	11	21	287	178	110	77
Nonprofessional staff	19,404	35,573	13,211	27,573	3,165	4,412	1,040	1,364	990	280	66	81	649	499	283	364
Technical and paraprofessionals	3,311	5,529	2,383	4,163	340	658	157	210	233	272	9	18	94	119	95	89
Clerical and secretarial	6,308	22,483	4,438	18,434	673	2,093	277	726	548	753	17	41	242	211	113	225
Skilled crafts	602	268	518	234	52	15	15	10	5	6	2	1	9	1	1	1
Service/maintenance	9,183	7,293	5,872	4,742	2,100	1,646	591	418	204	249	38	21	304	168	74	49
Private, for profit	4,873	4,365	3,920	3,616	368	330	187	148	187	128	7	0	7	5	197	138
Professional staff	4,181	3,360	3,416	2,823	287	218	140	82	158	102	3	0	6	5	191	130
Executive/administrative/managerial	18	30	16	29	0	1	0	0	1	0	0	0	0	0	1	0
Faculty (instruction/research)	3,277	2,734	2,742	2,355	163	144	86	42	100	61	1	0	5	5	180	127
Instruction/research assistants	763	313	555	203	92	49	52	28	52	31	2	0	0	0	10	2
Professional (support/service)	123	283	103	236	12	24	2	12	5	10	0	0	1	0	0	1
Nonprofessional staff	692	1,005	504	793	101	112	47	66	29	26	4	0	1	0	6	8
Technical and paraprofessionals	65	174	56	153	2	6	2	13	5	1	0	0	0	0	0	1
Clerical and secretarial	128	598	93	475	21	73	6	36	4	8	2	0	1	0	1	6
Skilled crafts	75	32	70	29	1	1	2	0	2	2	0	0	0	0	0	0
Service/maintenance	424	201	285	136	77	32	37	17	18	15	2	0	0	0	5	1

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-2a. Number of employees in 4-year institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,095,567	1,024,090	1,071,477	1,522,207	736,087	786,120	573,360	288,003	285,357
Professional staff	1,329,285	749,238	580,047	879,646	502,863	376,783	449,639	246,375	203,264
Executive/administrative/managerial	118,908	68,226	50,682	114,548	66,251	48,297	4,360	1,975	2,385
Faculty (instruction/research)	625,969	410,684	215,285	441,496	306,327	135,169	184,473	104,357	80,116
Instruction/research assistants	199,796	119,090	80,706	NA	NA	NA	199,796	119,090	80,706
Professional (support/service)	384,612	151,238	233,374	323,602	130,285	193,317	61,010	20,953	40,057
Nonprofessional staff	766,282	274,852	491,430	642,561	233,224	409,337	123,721	41,628	82,093
Technical and paraprofessionals	151,061	60,918	90,143	122,420	51,014	71,406	28,641	9,904	18,737
Clerical and secretarial	361,628	42,408	319,220	300,907	29,715	271,192	60,721	12,693	48,028
Skilled crafts	57,371	54,060	3,311	55,023	52,332	2,691	2,348	1,728	620
Service/maintenance	196,222	117,466	78,756	164,211	100,163	64,048	32,011	17,303	14,708
Public, total	1,333,533	659,112	674,421	964,028	472,776	491,252	369,505	186,336	183,169
Professional staff	855,913	487,132	368,781	555,457	322,992	232,465	300,456	164,140	136,316
Executive/administrative/managerial	59,678	37,238	22,440	57,847	36,332	21,515	1,831	906	925
Faculty (instruction/research)	374,021	248,397	125,624	285,457	199,899	85,558	88,564	48,498	40,066
Instruction/research assistants	170,916	101,836	69,080	NA	NA	NA	170,916	101,836	69,080
Professional (support/service)	251,298	99,661	151,637	212,153	86,761	125,392	39,145	12,900	26,245
Nonprofessional staff	477,620	171,980	305,640	408,571	149,784	258,787	69,049	22,196	46,853
Technical and paraprofessionals	99,950	39,707	60,243	80,053	33,099	46,954	19,897	6,608	13,289
Clerical and secretarial	217,581	23,465	194,116	185,414	17,061	168,353	32,167	6,404	25,763
Skilled crafts	40,299	37,989	2,310	38,865	36,917	1,948	1,434	1,072	362
Service/maintenance	119,790	70,819	48,971	104,239	62,707	41,532	15,551	8,112	7,439
Private, nonprofit	753,275	360,207	393,068	553,906	261,263	292,643	199,369	98,944	100,425
Professional staff	466,693	258,095	208,598	321,198	178,188	143,010	145,495	79,907	65,588
Executive/administrative/managerial	58,458	30,591	27,867	55,939	29,526	26,413	2,519	1,065	1,454
Faculty (instruction/research)	247,898	159,617	88,281	154,634	105,380	49,254	93,264	54,237	39,027
Instruction/research assistants	28,000	16,620	11,380	NA	NA	NA	28,000	16,620	11,380
Professional (support/service)	132,337	51,267	81,070	110,625	43,282	67,343	21,712	7,985	13,727
Nonprofessional staff	286,582	102,112	184,470	232,708	83,075	149,633	53,874	19,037	34,837
Technical and paraprofessionals	50,862	21,085	29,777	42,188	17,828	24,360	8,674	3,257	5,417
Clerical and secretarial	142,796	18,728	124,068	114,566	12,525	102,041	28,230	6,203	22,027
Skilled crafts	16,998	16,001	997	16,146	15,404	742	852	597	255
Service/maintenance	75,926	46,298	29,628	59,808	37,318	22,490	16,118	8,980	7,138
Private, for profit	8,759	4,771	3,988	4,273	2,048	2,225	4,486	2,723	1,763
Professional staff	6,679	4,011	2,668	2,991	1,683	1,308	3,688	2,328	1,360
Executive/administrative/managerial	772	397	375	762	393	369	10	4	6
Faculty (instruction/research)	4,050	2,670	1,380	1,405	1,048	357	2,645	1,622	1,023
Instruction/research assistants	880	634	246	NA	NA	NA	880	634	246
Professional (support/service)	977	310	667	824	242	582	153	68	85
Nonprofessional staff	2,080	760	1,320	1,282	365	917	798	395	403
Technical and paraprofessionals	249	126	123	179	87	92	70	39	31
Clerical and secretarial	1,251	215	1,036	927	129	798	324	86	238
Skilled crafts	74	70	4	12	11	1	62	59	3
Service/maintenance	506	349	157	164	138	26	342	211	131

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-2b. Number of employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	2,095,567	1,608,361	228,887	77,341	85,236	8,731	69,677	17,334
Professional staff	1,329,285	1,071,347	79,060	32,009	63,629	4,380	63,675	15,185
Executive/administrative/managerial	118,908	102,907	10,456	2,718	2,025	429	272	101
Faculty (instruction/research)	625,969	530,157	28,252	13,218	29,655	1,754	14,520	8,413
Instruction/research assistants	199,796	128,788	7,164	5,145	14,777	662	37,751	5,509
Professional (support/service)	384,612	309,495	33,188	10,928	17,172	1,535	11,132	1,162
Nonprofessional staff	766,282	537,014	149,827	45,332	21,607	4,351	6,002	2,149
Technical and paraprofessionals	151,061	109,194	24,388	6,912	6,807	812	2,424	524
Clerical and secretarial	361,628	269,708	58,140	19,250	9,928	1,825	1,908	869
Skilled crafts	57,371	46,456	6,421	3,014	649	449	135	247
Service/maintenance	196,222	111,656	60,878	16,156	4,223	1,265	1,535	509
Public, total	1,333,533	1,018,863	140,117	49,300	55,487	7,131	54,297	8,338
Professional staff	855,913	679,423	49,537	21,669	43,102	3,601	51,449	7,132
Executive/administrative/managerial	59,678	51,482	5,278	1,395	1,014	314	142	53
Faculty (instruction/research)	374,021	313,861	17,674	8,401	18,875	1,384	10,855	2,971
Instruction/research assistants	170,916	111,373	5,654	4,457	12,565	596	32,966	3,305
Professional (support/service)	251,298	202,707	20,931	7,416	10,648	1,307	7,486	803
Nonprofessional staff	477,620	339,440	90,580	27,631	12,385	3,530	2,848	1,206
Technical and paraprofessionals	99,950	74,324	15,467	4,463	3,709	655	1,070	262
Clerical and secretarial	217,581	163,426	33,728	11,881	5,683	1,444	1,025	394
Skilled crafts	40,299	32,699	4,450	2,070	395	391	71	223
Service/maintenance	119,790	68,991	36,935	9,217	2,598	1,040	682	327
Private, nonprofit	753,275	582,521	88,090	27,645	29,369	1,575	15,374	8,701
Professional staff	466,693	386,450	29,136	10,131	20,222	763	12,224	7,767
Executive/administrative/managerial	58,458	50,718	5,147	1,307	996	113	130	47
Faculty (instruction/research)	247,898	212,921	10,442	4,736	10,606	359	3,664	5,170
Instruction/research assistants	28,000	16,823	1,378	618	2,132	65	4,785	2,199
Professional (support/service)	132,337	105,988	12,169	3,470	6,488	226	3,645	351
Nonprofessional staff	286,582	196,071	58,954	17,514	9,147	812	3,150	934
Technical and paraprofessionals	50,862	34,665	8,900	2,443	3,083	157	1,353	261
Clerical and secretarial	142,796	105,343	24,243	7,266	4,223	373	880	468
Skilled crafts	16,998	13,694	1,970	936	253	58	64	23
Service/maintenance	75,926	42,369	23,841	6,869	1,588	224	853	182
Private, for profit	8,759	6,977	680	396	380	25	6	295
Professional staff	6,679	5,474	387	209	305	16	2	286
Executive/administrative/managerial	772	707	31	16	15	2	0	1
Faculty (instruction/research)	4,050	3,375	136	81	174	11	1	272
Instruction/research assistants	880	592	132	70	80	1	0	5
Professional (support/service)	977	800	88	42	36	2	1	8
Nonprofessional staff	2,080	1,503	293	187	75	9	4	9
Technical and paraprofessionals	249	205	21	6	15	0	1	1
Clerical and secretarial	1,251	939	169	103	22	8	3	7
Skilled crafts	74	63	1	8	1	0	0	1
Service/maintenance	506	295	102	70	37	1	0	0

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-2c. Number of full-time employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ ethnicity unknown
Total	1,522,207	1,180,763	192,064	60,178	56,588	6,684	23,613	2,317
Professional staff	879,646	734,971	59,142	21,190	39,888	2,939	20,094	1,422
Executive/administrative/managerial	114,548	99,075	10,179	2,627	1,931	415	239	82
Faculty (instruction/research)	441,496	377,096	19,421	9,057	23,160	1,218	10,690	854
Professional (support/service)	323,602	258,800	29,542	9,506	14,797	1,306	9,165	486
Nonprofessional staff	642,561	445,792	132,922	38,988	16,700	3,745	3,519	[illegible]
Technical and paraprofessionals	122,420	87,657	21,256	5,498	5,303	670	1,870	[illegible]
Clerical and secretarial	300,907	223,267	51,438	16,154	7,355	1,578	782	[illegible]
Skilled crafts	55,023	44,613	6,195	2,924	598	431	90	172
Service/maintenance	164,211	90,255	54,033	14,412	3,444	1,066	777	224
Public, total	964,028	750,346	118,200	37,659	35,448	5,495	15,372	1,508
Professional staff	555,457	461,744	36,900	13,944	25,672	2,427	13,862	908
Executive/administrative/managerial	57,847	49,843	5,196	1,367	970	305	124	42
Faculty (instruction/research)	285,457	241,668	12,873	6,007	15,591	1,013	7,754	551
Professional (support/service)	212,153	170,233	18,831	6,570	9,111	1,109	5,984	315
Nonprofessional staff	408,571	288,602	81,300	23,715	9,776	3,068	1,510	600
Technical and paraprofessionals	80,053	59,244	13,333	3,405	2,714	540	729	88
Clerical and secretarial	185,414	139,591	29,813	9,794	4,412	1,256	350	198
Skilled crafts	38,865	31,651	4,290	2,006	356	376	36	150
Service/maintenance	104,239	58,116	33,864	8,510	2,294	896	395	164
Private, nonprofit	553,906	426,914	73,497	22,311	20,987	1,167	8,237	793
Professional staff	321,198	270,640	22,066	7,164	14,097	497	6,231	503
Executive/administrative/managerial	55,939	48,535	4,952	1,244	946	108	115	39
Faculty (instruction/research)	154,634	134,213	6,484	3,017	7,490	194	2,936	300
Professional (support/service)	110,625	87,892	10,630	2,903	5,661	195	3,180	164
Nonprofessional staff	232,708	156,274	51,431	15,147	6,890	670	2,006	290
Technical and paraprofessionals	42,186	28,263	7,906	2,092	2,579	130	1,140	78
Clerical and secretarial	114,566	82,993	21,493	6,275	2,928	316	430	131
Skilled crafts	16,146	12,959	1,904	911	242	55	54	21
Service/maintenance	59,808	32,059	20,128	5,869	1,141	169	382	60
Private, for profit	4,273	3,503	367	208	153	22	4	16
Professional staff	2,991	2,587	176	82	119	15	1	11
Executive/administrative/managerial	762	697	31	16	15	2	0	1
Faculty (instruction/research)	1,406	1,215	64	33	79	11	0	3
Professional (support/service)	824	675	81	33	25	2	1	7
Nonprofessional staff	1,282	916	191	126	34	7	3	5
Technical and paraprofessionals	179	150	17	1	10	0	1	0
Clerical and secretarial	927	683	132	85	15	6	2	4
Skilled crafts	12	3	1	7	0	0	0	1
Service/maintenance	164	80	41	33	9	1	0	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-2d. Number of part-time employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	573,360	427,598	36,823	17,163	28,648	2,047	46,064	15,017
Professional staff	449,639	336,376	19,918	10,819	23,741	1,441	43,581	13,763
Executive/administrative/managerial	4,360	3,832	277	91	94	14	33	19
Faculty (instruction/research)	184,473	153,061	8,831	4,161	6,495	536	3,830	7,559
Instruction/research assistants	199,796	128,788	7,164	5,145	14,777	662	37,751	5,509
Professional (support/service)	61,010	50,695	3,646	1,422	2,375	229	1,967	676
Nonprofessional staff	123,721	91,222	16,905	6,344	4,907	606	2,483	1,254
Technical and paraprofessionals	28,641	21,537	3,132	1,414	1,504	142	554	358
Clerical and secretarial	80,721	46,441	6,702	3,096	2,573	247	1,126	536
Skilled crafts	2,348	1,843	226	90	51	18	46	75
Service/maintenance	32,011	21,401	6,845	1,744	779	199	758	285
Public, total	369,505	268,517	21,917	11,641	20,039	1,636	38,925	6,830
Professional staff	300,456	217,679	12,637	7,725	17,430	1,174	37,587	6,224
Executive/administrative/managerial	1,831	1,639	82	28	44	9	18	11
Faculty (instruction/research)	88,564	72,193	4,801	2,394	3,284	371	3,101	2,420
Instruction/research assistants	170,916	111,373	5,654	4,457	12,565	596	32,966	3,305
Professional (support/service)	39,145	32,474	2,100	846	1,537	198	1,502	489
Nonprofessional staff	69,049	50,838	9,280	3,916	2,609	462	1,338	606
Technical and paraprofessionals	19,897	15,080	2,134	1,058	995	115	341	174
Clerical and secretarial	32,167	23,835	3,915	2,087	1,271	188	676	196
Skilled crafts	1,434	1,048	160	64	39	15	35	73
Service/maintenance	15,551	10,875	3,071	707	304	144	287	163
Private, nonprofit	199,369	155,607	14,593	5,334	8,382	408	7,137	7,908
Professional staff	148,495	115,810	7,070	2,967	6,125	266	5,993	7,264
Executive/administrative/managerial	2,519	2,183	195	63	50	5	15	8
Faculty (instruction/research)	93,264	78,708	3,958	1,719	3,116	165	726	4,870
Instruction/research assistants	28,000	16,823	1,378	618	2,132	65	4,765	2,199
Professional (support/service)	21,712	18,096	1,539	567	827	31	495	187
Nonprofessional staff	53,874	39,797	7,523	2,367	2,257	142	1,144	644
Technical and paraprofessionals	8,674	6,402	994	351	504	27	213	183
Clerical and secretarial	28,230	22,350	2,750	991	1,295	87	450	307
Skilled crafts	852	735	66	25	11	3	10	2
Service/maintenance	16,118	10,310	3,713	1,000	447	55	471	122
Private, for profit	4,486	3,474	313	188	227	3	2	279
Professional staff	3,688	2,887	211	127	186	1	1	275
Executive/administrative/managerial	10	10	0	0	0	0	0	0
Faculty (instruction/research)	2,645	2,160	72	48	95	0	1	269
Instruction/research assistants	880	592	132	70	80	1	0	5
Professional (support/service)	153	125	7	9	11	0	0	1
Nonprofessional staff	798	587	102	61	41	2	1	4
Technical and paraprofessionals	70	55	4	5	5	0	0	1
Clerical and secretarial	324	256	37	18	7	2	1	3
Skilled crafts	62	60	0	1	1	0	0	0
Service/maintenance	342	216	61	37	28	0	0	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-2e. Number of employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	1,024,090	1,071,477	790,248	818,113	87,523	141,364	35,962	41,379	47,955	37,281	3,916	4,815	48,021	21,656	10,465	6,869
Professional staff	749,238	580,047	602,465	468,882	34,149	44,911	16,320	15,689	39,548	24,081	2,204	2,176	45,098	18,577	9,454	5,731
Executive/administrative/managerial	68,226	50,682	60,216	42,691	5,000	5,456	1,399	1,319	1,120	905	247	182	182	90	62	39
Faculty (instruction/research)	410,684	215,285	348,093	182,064	15,508	12,744	7,990	5,228	21,740	7,915	1,024	730	10,898	3,622	5,431	2,982
Instruction/research assistants	119,090	80,706	72,928	55,860	3,268	3,896	2,724	2,421	9,601	5,176	347	315	26,836	10,915	3,386	2,123
Professional (support/service)	151,238	233,374	121,228	188,267	10,373	22,815	4,207	6,721	7,087	10,085	586	949	7,182	3,950	575	587
Nonprofessional staff	274,852	491,430	187,783	349,231	53,374	96,453	19,642	25,690	8,407	13,200	1,712	2,639	2,923	3,079	1,011	1,138
Technical and paraprofessionals	60,918	90,143	45,979	63,215	7,490	16,898	2,963	3,949	2,832	3,975	296	516	1,105	1,319	253	271
Clerical and secretarial	42,408	319,220	27,625	242,083	7,477	50,663	3,403	15,847	2,594	7,334	227	1,598	822	1,086	260	609
Skilled crafts	54,060	3,311	43,926	2,530	5,934	487	2,874	140	600	49	419	30	108	27	199	48
Service/maintenance	117,466	78,756	70,253	41,403	32,473	28,405	10,402	5,754	2,381	1,842	770	495	888	647	299	210
Public, total	659,112	674,421	505,461	513,402	53,144	86,973	22,693	26,607	32,072	23,415	3,170	3,961	37,925	16,372	4,647	3,691
Professional staff	487,132	368,781	384,704	294,719	21,415	28,122	11,224	10,445	27,421	15,681	1,789	1,812	36,537	14,912	4,042	3,090
Executive/administrative/managerial	37,238	22,440	32,728	18,754	2,754	2,524	817	578	623	391	182	132	103	39	31	22
Faculty (instruction/research)	248,397	125,624	208,722	105,139	9,553	8,121	5,149	3,252	14,196	4,679	798	586	8,216	2,639	1,763	1,208
Instruction/research assistants	101,836	69,080	63,054	48,319	2,548	3,106	2,347	2,110	8,228	4,337	318	278	23,463	9,503	1,878	1,427
Professional (support/service)	99,661	151,637	80,200	122,507	6,560	14,371	2,911	4,505	4,374	6,274	491	816	4,755	2,731	370	433
Nonprofessional staff	171,980	305,640	120,757	218,683	31,729	58,851	11,469	16,162	4,651	7,734	1,381	2,149	1,388	1,460	605	601
Technical and paraprofessionals	39,707	60,243	31,042	43,282	4,447	11,020	1,874	2,589	1,500	2,209	233	422	493	577	118	144
Clerical and secretarial	23,465	194,116	15,433	147,993	3,887	29,841	2,014	9,867	1,372	4,311	158	1,286	477	548	124	270
Skilled crafts	37,989	2,310	30,964	1,735	4,091	359	1,973	97	363	32	369	22	50	21	179	44
Service/maintenance	70,819	48,971	43,318	25,673	19,304	17,631	5,608	3,609	1,416	1,182	621	419	368	314	184	143
Private, nonprofit	360,207	393,068	280,998	301,523	34,047	54,043	13,066	14,579	15,627	13,742	728	847	10,093	5,281	5,648	3,053
Professional staff	258,095	208,598	214,497	171,953	12,505	16,631	4,979	5,152	11,909	8,313	402	361	8,559	3,665	5,244	2,523
Executive/administrative/managerial	30,591	27,867	27,122	23,596	2,234	2,913	574	733	486	510	65	48	79	51	31	16
Faculty (instruction/research)	159,617	88,281	137,166	75,755	5,860	4,582	2,788	1,948	7,399	3,207	216	143	2,681	983	3,507	1,663
Instruction/research assistants	16,620	11,380	9,424	7,389	635	743	333	285	1,323	809	28	37	3,373	1,412	1,504	695
Professional (support/service)	51,267	81,070	40,785	65,203	3,776	8,393	1,284	2,186	2,701	3,787	93	133	2,426	1,219	202	149
Nonprofessional staff	102,112	184,470	66,501	129,570	21,542	37,412	8,087	9,427	3,718	5,429	326	486	1,534	1,616	404	530
Technical and paraprofessionals	21,085	29,777	14,834	19,831	3,033	5,867	1,086	1,357	1,322	1,761	83	94	812	741	135	126
Clerical and secretarial	18,728	124,068	12,036	93,307	3,564	20,679	1,368	5,898	1,216	3,007	65	308	344	536	135	333
Skilled crafts	16,001	997	12,902	792	1,842	128	893	43	237	16	50	8	58	6	19	4
Service/maintenance	46,298	29,628	26,729	15,640	13,103	10,738	4,740	2,129	943	645	148	76	320	333	115	67
Private, for profit	4,771	3,988	3,789	3,188	332	348	203	193	256	124	16	7	3	3	170	125
Professional staff	4,011	2,668	3,264	2,210	229	158	117	92	218	87	13	3	2	0	168	118
Executive/administrative/managerial	397	375	366	341	12	19	8	8	11	4	0	2	0	0	0	1
Faculty (instruction/research)	2,670	1,380	2,205	1,170	95	41	53	28	145	29	10	1	1	0	161	111
Instruction/research assistants	634	246	490	142	85	47	44	26	50	30	1	0	0	0	4	1
Professional (support/service)	310	667	243	557	37	51	12	30	12	24	2	0	1	0	3	5
Nonprofessional staff	760	1,320	525	978	103	190	86	101	38	37	5	4	1	3	2	7
Technical and paraprofessionals	126	123	103	102	10	11	3	3	10	5	0	0	0	1	0	1
Clerical and secretarial	215	1,036	156	783	26	143	21	82	6	16	4	4	1	2	1	6
Skilled crafts	70	4	60	3	1	0	8	0	0	1	0	0	0	0	1	0
Service/maintenance	349	157	206	90	66	36	54	16	22	15	1	0	0	0	0	0

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-2f. Number of full-time employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	736,087	786,120	584,933	595,830	71,842	120,222	27,845	32,333	31,288	25,300	3,004	3,680	15,831	7,782	1,344	973
Professional staff	502,863	376,783	425,706	309,265	24,771	34,371	10,768	10,422	24,928	14,960	1,500	1,439	14,308	5,786	882	540
Executive/administrative/managerial	66,251	48,297	58,497	40,578	4,863	5,316	1,359	1,268	1,074	857	242	173	163	76	53	29
Faculty (instruction/research)	308,327	135,169	262,402	114,694	10,781	8,640	5,763	3,294	17,784	5,376	741	477	8,256	2,434	600	254
Professional (support/service)	130,285	193,317	104,807	153,993	9,127	20,415	3,646	5,860	6,070	8,727	517	789	5,889	3,276	229	257
Nonprofessional staff	233,224	409,337	159,227	286,565	47,071	85,851	17,077	21,911	6,360	10,340	1,504	2,241	1,523	1,996	462	433
Technical and paraprofessionals	51,014	71,406	38,674	48,983	6,547	14,709	2,394	3,104	2,237	3,066	257	413	824	1,046	81	85
Clerical and secretarial	29,715	271,192	19,443	203,824	5,860	45,578	2,432	13,722	1,558	5,797	173	1,405	197	585	52	281
Skilled crafts	52,332	2,691	42,532	2,081	5,773	422	2,809	115	567	31	403	28	80	10	168	4
Service/maintenance	100,163	64,048	58,578	31,677	28,891	25,142	9,442	4,970	1,998	1,446	671	395	422	355	161	63
Public, total	472,776	491,252	377,208	373,138	44,244	73,956	17,265	20,394	20,190	15,258	2,464	3,031	10,524	4,848	881	627
Professional staff	322,992	232,485	271,820	189,924	15,830	21,270	7,304	6,640	16,582	9,090	1,226	1,201	9,888	3,974	542	366
Executive/administrative/managerial	36,332	21,515	31,923	17,920	2,709	2,487	805	562	801	369	179	126	89	35	26	16
Faculty (instruction/research)	199,899	85,558	169,687	71,981	7,016	5,857	3,920	2,087	12,230	3,361	614	399	6,050	1,704	382	169
Professional (support/service)	86,761	125,392	70,210	100,023	5,905	12,926	2,579	3,991	3,751	5,360	433	676	3,749	2,235	134	181
Nonprofessional staff	149,784	258,787	105,388	183,214	28,414	52,686	9,961	13,754	3,608	6,168	1,238	1,830	636	874	339	261
Technical and paraprofessionals	33,099	46,954	26,101	33,143	3,844	9,489	1,463	1,942	1,141	1,573	203	337	306	423	41	47
Clerical and secretarial	17,061	168,353	11,656	127,935	2,952	26,861	1,320	8,474	886	3,526	123	1,133	94	256	30	168
Skilled crafts	36,917	1,948	30,142	1,509	3,981	309	1,924	82	335	21	355	21	31	5	149	1
Service/maintenance	62,707	41,532	37,489	20,627	17,837	16,027	5,254	3,256	1,246	1,048	557	339	205	190	119	45
Private, nonprofit	261,263	292,643	206,053	220,861	27,445	46,052	10,488	11,823	10,990	9,997	525	642	5,306	2,931	456	337
Professional staff	178,188	143,010	152,443	118,197	9,047	13,019	3,429	3,735	8,254	5,843	262	235	4,419	1,812	334	169
Executive/administrative/managerial	29,526	26,413	26,212	22,323	2,142	2,810	546	698	462	484	63	45	74	41	27	12
Faculty (instruction/research)	105,380	49,254	91,820	42,393	3,716	2,768	1,826	1,191	5,480	2,010	117	77	2,206	730	215	85
Professional (support/service)	43,282	67,343	34,411	53,481	3,189	7,441	1,057	1,846	2,312	3,349	82	113	2,139	1,041	92	72
Nonprofessional staff	83,075	149,633	53,610	102,664	18,398	33,033	7,059	8,088	2,736	4,154	263	407	887	1,119	122	168
Technical and paraprofessionals	17,828	24,360	12,501	15,762	2,695	5,211	930	1,162	1,090	1,489	54	76	518	622	40	38
Clerical and secretarial	12,525	102,041	7,695	75,298	2,892	18,601	1,095	5,180	670	2,258	48	268	103	327	22	109
Skilled crafts	15,404	742	12,388	571	1,791	113	878	33	232	10	48	7	49	5	18	3
Service/maintenance	37,318	22,490	21,026	11,033	11,020	9,108	4,156	1,713	744	397	113	56	217	165	42	18
Private, for profit	2,048	2,225	1,672	1,831	153	214	92	116	108	45	15	7	1	3	7	9
Professional staff	1,683	1,308	1,443	1,144	94	82	35	47	92	27	12	3	1	0	6	5
Executive/administrative/managerial	393	369	362	335	12	19	8	8	11	4	0	2	0	0	0	1
Faculty (instruction/research)	1,048	357	895	320	49	15	17	16	74	5	10	1	0	0	3	0
Professional (support/service)	242	582	186	489	33	48	10	23	7	18	2	0	1	0	3	4
Nonprofessional staff	365	917	229	687	59	132	57	69	16	18	3	4	0	3	1	4
Technical and paraprofessionals	87	92	72	78	8	9	1	0	6	4	0	0	0	1	0	0
Clerical and secretarial	129	798	92	591	16	116	17	68	2	13	2	4	0	2	0	4
Skilled crafts	11	1	2	1	1	0	7	0	0	0	0	0	0	0	1	0
Service/maintenance	138	26	63	17	34	7	32	1	8	1	1	0	0	0	0	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-2g. Number of part-time employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	288,003	285,357	205,315	222,283	15,681	21,142	8,113	9,046	16,667	11,981	912	1,135	32,190	13,674	9,121	5,896
Professional staff	246,375	203,264	176,759	159,617	9,378	10,540	5,552	5,267	14,620	9,121	704	737	30,790	12,791	8,572	5,191
Executive/administrative/managerial	1,975	2,385	1,719	2,113	137	140	40	51	46	48	5	9	19	14	9	10
Faculty (instruction/research)	104,357	80,116	85,691	67,370	4,727	4,104	2,227	1,934	3,956	2,539	283	253	2,642	1,188	4,831	2,728
Instruction/research assistants	119,090	80,706	72,928	55,860	3,268	3,896	2,724	2,421	9,601	5,176	347	315	26,836	10,915	3,386	2,123
Professional (support/service)	20,953	40,057	16,421	34,274	1,246	2,400	561	861	1,017	1,358	69	160	1,293	674	346	330
Nonprofessional staff	41,628	82,093	28,556	62,666	6,303	10,602	2,565	3,779	2,047	2,860	208	398	1,400	1,083	549	705
Technical and paraprofessionals	9,904	18,737	7,305	14,232	943	2,189	569	845	595	909	39	103	281	273	172	186
Clerical and secretarial	12,693	48,028	8,182	38,259	1,617	5,085	971	2,125	1,036	1,537	54	193	625	501	208	328
Skilled crafts	1,728	620	1,394	449	161	65	85	25	33	18	16	2	28	17	31	44
Service/maintenance	17,303	14,708	11,675	9,726	3,582	3,263	960	784	383	396	99	100	466	292	138	147
Public, total	186,336	183,169	128,253	140,264	8,900	13,017	5,428	6,213	11,882	8,157	706	930	27,401	11,524	3,766	3,064
Professional staff	164,140	136,316	112,884	104,795	5,785	6,852	3,920	3,805	10,830	6,591	563	811	26,649	10,938	3,500	2,724
Executive/administrative/managerial	906	925	805	834	45	37	12	16	22	22	3	6	14	4	5	6
Faculty (instruction/research)	48,498	40,066	39,035	33,158	2,537	2,264	1,229	1,165	1,966	1,318	184	187	2,166	935	1,381	1,039
Instruction/research assistants	101,836	69,080	63,054	48,319	2,548	3,106	2,347	2,110	8,228	4,337	319	278	23,483	9,503	1,878	1,427
Professional (support/service)	12,900	26,245	9,990	22,484	655	1,445	332	514	623	914	56	140	1,006	496	236	252
Nonprofessional staff	22,196	46,853	15,369	35,469	3,115	6,165	1,508	2,408	1,043	1,566	143	119	752	586	266	340
Technical and paraprofessionals	6,608	13,289	4,941	10,139	603	1,531	411	647	359	636	30	85	187	154	77	97
Clerical and secretarial	6,404	25,763	3,777	20,058	935	2,980	694	1,393	486	765	35	153	383	292	94	102
Skilled crafts	1,072	362	822	226	110	50	49	15	28	11	14	1	19	16	30	43
Service/maintenance	8,112	7,439	5,829	5,046	1,467	1,604	354	353	170	154	64	80	163	124	65	98
Private, nonprofit	98,944	100,425	74,945	80,662	6,602	7,991	2,578	2,756	4,637	3,745	203	205	4,787	2,350	5,192	2,716
Professional staff	79,907	65,588	62,054	53,756	3,458	3,612	1,550	1,417	3,655	2,470	140	126	4,140	1,853	4,910	2,354
Executive/administrative/managerial	1,065	1,454	910	1,273	92	103	28	35	24	26	2	3	5	10	4	4
Faculty (instruction/research)	54,237	39,027	45,346	33,362	2,144	1,814	962	757	1,919	1,197	99	66	475	253	3,292	1,578
Instruction/research assistants	16,620	11,380	9,424	7,399	635	743	333	285	1,323	809	28	37	3,373	1,412	1,504	695
Professional (support/service)	7,985	13,727	6,374	11,722	587	952	227	340	389	438	11	20	287	178	110	77
Nonprofessional staff	19,037	34,837	12,891	26,906	3,144	4,379	1,028	1,339	982	1,275	63	79	647	497	282	362
Technical and paraprofessionals	3,257	5,417	2,333	4,069	338	656	156	195	232	272	9	18	94	119	95	88
Clerical and secretarial	8,203	22,027	4,341	18,009	672	2,078	273	718	546	749	17	40	241	209	113	224
Skilled crafts	597	255	514	221	51	15	15	10	5	6	2	1	9	1	1	1
Service/maintenance	8,980	7,138	5,703	4,607	2,083	1,630	584	416	199	248	35	20	303	168	73	49
Private, for profit	2,723	1,763	2,117	1,357	179	134	111	77	148	79	3	0	2	0	163	116
Professional staff	2,328	1,360	1,821	1,066	135	76	52	45	126	60	1	0	1	0	162	113
Executive/administrative/managerial	4	6	4	6	0	0	0	0	0	0	0	0	0	0	0	0
Faculty (instruction/research)	1,622	1,023	1,310	850	46	26	36	12	71	24	0	0	1	0	158	111
Instruction/research assistants	634	246	450	142	85	47	44	29	50	30	1	0	0	0	4	1
Professional (support/service)	68	85	57	68	4	3	2	7	5	6	0	0	0	0	0	1
Nonprofessional staff	395	403	296	291	44	58	29	32	22	19	2	0	1	0	1	3
Technical and paraprofessionals	39	31	31	24	2	2	2	3	4	1	0	0	0	0	0	1
Clerical and secretarial	86	238	64	192	10	27	4	14	4	1	2	0	1	0	0	1
Skilled crafts	59	3	58	2	0	0	1	0	0	1	0	0	0	0	1	2
Service/maintenance	211	131	143	73	32	29	22	15	14	14	0	0	0	0	0	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-3a. Number of employees in 2-year institutions of higher education, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	505,843	231,609	274,234	260,274	117,940	142,334	245,569	113,669	131,900
Professional staff	357,447	181,463	175,984	159,001	83,173	75,828	198,446	98,290	100,156
Executive/administrative/managerial	24,632	14,453	10,179	23,152	13,778	9,374	1,480	675	805
Faculty (instruction/research)	289,190	150,302	138,888	103,992	57,004	46,988	185,198	93,298	91,900
Instruction/research assistants	3,023	1,294	1,729	NA	NA	NA	3,023	1,294	1,729
Professional (support/service)	40,602	15,414	25,188	31,857	12,391	19,466	8,745	3,023	5,722
Nonprofessional staff	148,396	50,146	98,250	101,273	34,767	66,506	47,123	15,379	31,744
Technical and paraprofessionals	32,702	12,310	20,392	20,202	8,043	12,159	12,500	4,267	8,233
Clerical and secretarial	76,085	8,456	67,629	50,771	3,058	47,713	25,314	5,398	19,916
Skilled crafts	6,622	5,799	823	5,843	5,365	478	779	434	345
Service/maintenance	32,987	23,581	9,406	24,457	18,301	6,156	8,530	5,280	3,250
Public, total	478,980	219,672	259,308	242,392	109,938	132,454	236,588	109,734	126,854
Professional staff	337,371	171,764	165,607	145,969	76,762	69,207	191,402	95,002	96,400
Executive/administrative/managerial	21,531	12,813	8,718	20,142	12,174	7,968	1,389	639	750
Faculty (instruction/research)	276,413	143,650	132,763	97,291	53,288	44,003	179,122	90,362	88,760
Instruction/research assistants	2,762	1,145	1,617	NA	NA	NA	2,762	1,145	1,617
Professional (support/service)	36,665	14,156	22,509	28,536	11,300	17,236	8,129	2,856	5,273
Nonprofessional staff	141,609	47,908	93,701	96,423	33,176	63,247	45,186	14,732	30,454
Technical and paraprofessionals	31,701	11,939	19,762	19,536	7,752	11,784	12,165	4,187	7,978
Clerical and secretarial	72,571	8,160	64,411	48,176	2,903	45,273	24,395	5,257	19,136
Skilled crafts	6,363	5,589	774	5,635	5,173	462	728	416	312
Service/maintenance	30,974	22,220	8,754	23,076	17,348	5,728	7,898	4,872	3,026
Private, nonprofit	13,397	5,981	7,416	9,007	4,148	4,859	4,390	1,833	2,557
Professional staff	9,517	4,595	4,922	6,230	3,129	3,101	3,287	1,466	1,821
Executive/administrative/managerial	1,400	792	608	1,346	770	576	54	22	32
Faculty (instruction/research)	6,210	3,089	3,121	3,411	1,777	1,634	2,799	1,312	1,487
Instruction/research assistants	65	20	45	NA	NA	NA	65	20	45
Professional (support/service)	1,842	694	1,148	1,473	582	891	369	112	257
Nonprofessional staff	3,880	1,386	2,494	2,777	1,019	1,758	1,103	367	736
Technical and paraprofessionals	431	176	255	265	122	143	166	54	112
Clerical and secretarial	1,860	158	1,702	1,299	53	1,246	561	105	456
Skilled crafts	186	166	20	168	161	7	18	5	13
Service/maintenance	1,403	886	517	1,045	683	362	358	203	155
Private, for profit	13,466	5,956	7,510	8,875	3,854	5,021	4,591	2,102	2,489
Professional staff	10,559	5,104	5,455	6,802	3,282	3,520	3,757	1,822	1,935
Executive/administrative/managerial	1,701	848	853	1,664	834	830	37	14	23
Faculty (instruction/research)	6,567	3,563	3,004	3,290	1,939	1,351	3,277	1,624	1,653
Instruction/research assistants	196	129	67	NA	NA	NA	196	129	67
Professional (support/service)	2,095	564	1,531	1,848	509	1,339	247	55	192
Nonprofessional staff	2,907	852	2,055	2,073	572	1,501	834	280	554
Technical and paraprofessionals	570	195	375	401	169	232	169	26	143
Clerical and secretarial	1,654	138	1,516	1,296	102	1,194	358	36	322
Skilled crafts	73	44	29	40	31	9	33	13	20
Service/maintenance	610	475	135	336	270	66	274	205	69

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-3b. Number of employees in 2-year institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	505,843	412,708	45,462	23,601	10,578	3,884	682	8,928
Professional staff	357,447	304,170	24,155	12,070	6,876	2,449	422	7,305
Executive/administrative/managerial	24,632	20,707	2,152	996	370	316	7	84
Faculty (instruction/research)	289,190	248,672	16,835	9,091	5,621	1,653	358	6,960
Instruction/research assistants	3,023	2,454	323	100	55	15	0	76
Professional (support/service)	40,602	32,337	4,845	1,883	830	465	57	185
Nonprofessional staff	148,396	108,538	21,307	11,531	3,702	1,435	260	1,623
Technical and paraprofessionals	32,702	25,688	3,227	1,945	950	251	81	560
Clerical and secretarial	76,085	57,468	9,363	5,795	1,992	676	112	679
Skilled crafts	6,822	5,481	548	426	86	49	11	21
Service/maintenance	32,987	19,901	8,169	3,365	674	459	56	363
Public, total	478,980	389,893	43,768	22,562	10,198	3,364	624	8,571
Professional staff	337,371	286,698	23,121	11,451	6,609	2,078	371	7,043
Executive/administrative/managerial	21,531	18,114	1,990	811	326	245	5	40
Faculty (instruction/research)	276,413	237,344	16,221	8,816	5,433	1,486	324	6,789
Instruction/research assistants	2,762	2,227	312	90	51	14	0	68
Professional (support/service)	36,665	29,013	4,598	1,734	799	333	42	146
Nonprofessional staff	141,609	103,195	20,647	11,111	3,589	1,286	253	1,528
Technical and paraprofessionals	31,701	24,900	3,167	1,875	921	244	81	513
Clerical and secretarial	72,571	54,580	9,053	5,608	1,937	644	106	643
Skilled crafts	6,363	5,249	530	423	81	49	11	20
Service/maintenance	30,974	18,466	7,897	3,205	650	349	55	352
Private, nonprofit	13,397	11,503	690	433	112	498	19	142
Professional staff	9,517	8,289	370	283	85	361	12	117
Executive/administrative/managerial	1,400	1,125	48	124	14	70	0	19
Faculty (instruction/research)	6,210	5,569	236	104	55	162	12	72
Instruction/research assistants	65	61	2	0	1	0	0	1
Professional (support/service)	1,842	1,534	84	55	15	129	0	25
Nonprofessional staff	3,880	3,214	320	150	27	137	7	25
Technical and paraprofessionals	431	357	31	31	3	7	0	2
Clerical and secretarial	1,860	1,626	122	48	12	27	6	19
Skilled crafts	186	176	7	1	1	0	0	1
Service/maintenance	1,403	1,055	160	70	11	103	1	3
Private, for profit	13,466	11,312	1,004	606	268	22	39	215
Professional staff	10,559	9,183	664	336	182	10	39	145
Executive/administrative/managerial	1,701	1,468	114	61	30	1	2	25
Faculty (instruction/research)	6,567	5,759	378	171	133	5	22	99
Instruction/research assistants	196	166	9	10	3	1	0	7
Professional (support/service)	2,095	1,790	163	94	16	3	15	14
Nonprofessional staff	2,907	2,129	340	270	86	12	0	70
Technical and paraprofessionals	570	431	29	39	26	0	0	45
Clerical and secretarial	1,654	1,262	188	139	43	5	0	17
Skilled crafts	73	56	11	2	4	0	0	0
Service/maintenance	610	380	112	90	13	7	0	8

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-3c. Number of full-time employees in 2-year institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	260,274	210,739	26,845	13,738	5,437	2,545	299	671
Professional staff	159,001	136,315	12,045	5,507	3,053	1,507	190	384
Executive/administrative/managerial	23,152	19,454	2,042	952	312	311	7	74
Faculty (instruction/research)	103,992	91,514	6,186	3,019	2,104	779	139	251
Professional (support/service)	31,857	25,347	3,817	1,536	637	417	44	59
Nonprofessional staff	101,273	74,424	14,800	8,231	2,384	1,038	109	287
Technical and paraprofessionals	20,202	16,083	2,026	1,199	622	172	22	78
Clerical and secretarial	50,771	38,939	6,195	3,903	1,108	448	39	139
Skilled crafts	5,843	4,842	483	379	74	43	8	14
Service/maintenance	24,457	14,560	6,096	2,750	580	375	40	56
Public, total	242,392	195,860	25,689	12,950	5,184	2,042	262	405
Professional staff	145,969	125,141	11,389	5,051	2,886	1,146	156	200
Executive/administrative/managerial	20,142	16,944	1,886	767	269	240	5	31
Faculty (instruction/research)	97,291	85,614	5,898	2,884	2,005	620	121	149
Professional (support/service)	28,536	22,583	3,605	1,400	612	286	30	20
Nonprofessional staff	96,423	70,719	14,300	7,899	2,298	896	106	205
Technical and paraprofessionals	19,536	15,593	1,974	1,155	595	165	22	32
Clerical and secretarial	48,176	36,842	5,958	3,751	1,064	417	36	108
Skilled crafts	5,635	4,654	468	377	72	43	8	13
Service/maintenance	23,076	13,630	5,900	2,616	567	271	40	52
Private, nonprofit	9,007	7,520	497	325	65	485	8	107
Professional staff	6,230	5,293	231	212	51	353	5	85
Executive/administrative/managerial	1,346	1,076	43	124	14	70	0	19
Faculty (instruction/research)	3,411	3,033	112	41	24	155	5	41
Professional (support/service)	1,473	1,184	76	47	13	128	0	25
Nonprofessional staff	2,777	2,227	266	113	14	132	3	22
Technical and paraprofessionals	265	213	27	15	2	7	0	1
Clerical and secretarial	1,299	1,104	106	36	6	26	3	18
Skilled crafts	168	159	6	1	1	0	0	1
Service/maintenance	1,045	751	127	61	5	99	0	2
Private, for profit	8,875	7,359	659	463	188	18	29	159
Professional staff	6,802	5,881	425	244	116	8	29	99
Executive/administrative/managerial	1,664	1,434	113	61	29	1	2	24
Faculty (instruction/research)	3,290	2,867	176	94	75	4	13	61
Professional (support/service)	1,848	1,580	136	89	12	3	14	14
Nonprofessional staff	2,073	1,478	234	219	72	10	0	60
Technical and paraprofessionals	401	277	25	29	25	0	0	45
Clerical and secretarial	1,296	993	131	116	38	5	0	13
Skilled crafts	40	29	9	1	1	0	0	0
Service/maintenance	336	179	69	73	8	5	0	2

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-3d. Number of part-time employees in 2-year institutions of higher education, by primary occupation and by race/ethnicity and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Nonresident alien	Race/ethnicity unknown
Total	245,569	201,969	18,617	9,863	5,141	1,339	383	8,257
Professional staff	198,446	167,855	12,110	6,563	3,823	942	232	6,921
Executive/administrative/managerial	1,480	1,253	110	44	58	5	0	10
Faculty (instruction/research)	185,198	157,158	10,649	6,072	3,517	874	219	6,709
Instruction/research assistants	3,023	2,454	323	100	55	15	0	76
Professional (support/service)	8,745	6,990	1,028	347	193	48	13	126
Nonprofessional staff	47,123	34,114	6,507	3,300	1,318	397	151	1,336
Technical and paraprofessionals	12,500	9,605	1,201	746	328	79	59	482
Clerical and secretarial	25,314	18,529	3,168	1,892	884	228	73	540
Skilled crafts	779	639	65	47	12	6	3	7
Service/maintenance	8,530	5,341	2,073	615	94	84	16	307
Public, total	236,588	194,033	18,079	9,512	5,014	1,322	362	8,166
Professional staff	191,402	161,557	11,732	6,400	3,723	932	215	6,843
Executive/administrative/managerial	1,389	1,170	104	44	57	5	0	9
Faculty (instruction/research)	179,122	151,730	10,323	5,932	3,428	866	203	6,640
Instruction/research assistants	2,762	2,227	312	90	51	14	0	68
Professional (support/service)	8,129	6,430	993	334	187	47	12	126
Nonprofessional staff	45,186	32,476	6,347	3,212	1,291	390	147	1,323
Technical and paraprofessionals	12,165	9,307	1,193	720	326	79	59	481
Clerical and secretarial	24,395	17,738	3,096	1,857	873	227	70	535
Skilled crafts	728	595	62	46	9	6	3	7
Service/maintenance	7,898	4,836	1,997	589	83	78	15	300
Private, nonprofit	4,390	3,983	193	108	47	13	11	35
Professional staff	3,287	2,996	139	71	34	8	7	32
Executive/administrative/managerial	54	49	5	0	0	0	0	0
Faculty (instruction/research)	2,799	2,536	124	63	31	7	7	31
Instruction/research assistants	65	61	2	0	1	0	0	1
Professional (support/service)	369	350	8	8	2	1	0	0
Nonprofessional staff	1,103	987	54	37	13	5	4	3
Technical and paraprofessionals	169	144	4	16	1	0	0	1
Clerical and secretarial	561	522	16	12	6	1	3	1
Skilled crafts	18	17	1	0	0	0	0	0
Service/maintenance	358	304	33	9	6	4	1	1
Private, for profit	4,591	3,953	345	143	80	4	10	56
Professional staff	3,757	3,302	239	92	66	2	10	46
Executive/administrative/managerial	37	34	1	0	1	0	0	1
Faculty (instruction/research)	3,277	2,892	202	77	58	1	9	38
Instruction/research assistants	196	166	9	10	3	1	0	7
Professional (support/service)	247	210	27	5	4	0	1	0
Nonprofessional staff	834	651	106	51	14	2	0	10
Technical and paraprofessionals	169	154	4	10	1	0	0	0
Clerical and secretarial	358	269	57	23	5	0	0	4
Skilled crafts	33	27	2	1	3	0	0	0
Service/maintenance	274	201	43	17	5	2	0	6

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-3e. Number of employees in 2-year institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	231,609	274,234	190,111	222,597	18,719	26,743	10,986	12,615	5,070	5,508	1,911	1,973	390	292	4,422	4,506
Professional staff	181,463	175,984	156,024	148,148	10,083	14,072	6,457	5,613	3,520	3,356	1,330	1,119	249	173	3,800	3,505
Executive/administrative/managerial	14,453	10,179	12,305	8,402	1,093	1,059	626	370	194	176	174	142	3	4	58	26
Faculty (instruction/research)	150,302	138,888	130,460	118,212	7,120	9,715	4,976	4,115	2,951	2,670	931	722	224	134	3,640	3,320
Instruction/research assistants	1,294	1,729	1,051	1,403	147	176	43	57	26	29	7	8	0	0	20	56
Professional (support/service)	15,414	25,188	12,208	20,129	1,723	3,122	812	1,071	349	481	218	247	22	35	82	103
Nonprofessional staff	50,146	98,250	34,087	74,451	8,636	12,671	4,529	7,002	1,550	2,152	581	854	141	119	622	1,001
Technical and paraprofessionals	12,310	20,392	9,598	16,090	1,134	2,093	756	1,189	434	516	97	154	40	41	251	309
Clerical and secretarial	8,456	67,629	5,488	51,970	1,341	8,022	818	4,977	496	1,496	98	578	48	64	157	522
Skilled crafts	5,799	823	4,805	676	471	77	367	59	78	8	46	3	11	0	21	0
Service/maintenance	23,581	9,406	14,186	5,715	5,690	2,479	2,588	777	542	132	340	119	42	14	193	170
Public, total	219,672	259,308	180,238	209,655	17,955	25,813	10,472	12,090	4,885	5,313	1,537	1,827	367	257	4,218	4,353
Professional staff	171,764	165,607	147,766	138,932	9,599	13,522	6,106	5,345	3,373	3,236	1,038	1,040	228	143	3,654	3,389
Executive/administrative/managerial	12,813	8,718	10,973	7,141	1,015	975	500	311	177	149	116	129	3	2	29	11
Faculty (instruction/research)	143,650	132,763	124,657	112,687	6,801	9,420	4,812	4,004	2,839	2,594	791	695	208	116	3,542	3,247
Instruction/research assistants	1,145	1,617	928	1,299	138	174	35	55	24	27	6	8	0	0	14	54
Professional (support/service)	14,156	22,509	11,208	17,805	1,645	2,953	759	975	333	466	125	208	17	25	69	77
Nonprofessional staff	47,908	93,701	32,472	70,723	8,356	12,291	4,366	6,745	1,512	2,077	499	787	139	114	564	964
Technical and paraprofessionals	11,939	19,762	9,316	15,584	1,113	2,054	741	1,134	425	496	94	150	40	41	210	303
Clerical and secretarial	8,160	64,411	5,275	49,305	1,302	7,751	799	4,809	469	1,448	97	547	47	59	151	492
Skilled crafts	5,589	774	4,615	634	458	72	364	59	75	6	46	3	11	0	20	0
Service/maintenance	22,220	8,754	13,266	5,200	5,483	2,414	2,462	743	523	127	262	87	41	14	183	169
Private, nonprofit	5,981	7,416	4,958	6,545	295	395	250	183	56	56	361	137	7	12	54	88
Professional staff	4,595	4,922	3,874	4,415	170	200	172	111	42	43	285	76	5	7	47	70
Executive/administrative/managerial	792	608	619	506	16	32	90	34	1	13	57	13	0	0	9	10
Faculty (instruction/research)	3,089	3,121	2,704	2,865	121	115	63	41	32	23	135	27	5	7	29	43
Instruction/research assistants	20	45	18	43	2	0	0	0	0	1	0	0	0	0	0	1
Professional (support/service)	694	1,148	533	1,001	31	53	19	36	9	6	93	36	0	0	9	16
Nonprofessional staff	1,386	2,494	1,084	2,130	125	195	78	72	14	13	76	61	2	5	7	18
Technical and paraprofessionals	176	255	153	204	11	20	6	25	2	1	3	4	0	0	1	1
Clerical and secretarial	158	1,702	139	1,487	6	116	7	41	2	10	1	26	1	5	2	17
Skilled crafts	166	20	156	20	7	0	1	0	1	0	0	0	0	0	1	0
Service/maintenance	886	517	636	419	101	59	64	6	9	2	72	31	1	0	3	0
Private, for profit	5,956	7,510	4,915	6,397	469	535	264	342	129	139	13	9	16	23	150	65
Professional staff	5,104	5,455	4,384	4,799	314	350	179	157	105	77	7	3	16	23	99	46
Executive/administrative/managerial	848	853	713	755	62	52	36	25	16	14	1	0	0	2	20	5
Faculty (instruction/research)	3,563	3,004	3,099	2,660	198	180	101	70	80	53	5	0	11	11	69	30
Instruction/research assistants	129	67	105	61	7	2	8	2	2	1	1	0	0	0	6	1
Professional (support/service)	564	1,531	467	1,323	47	116	34	60	7	9	0	3	5	10	4	10
Nonprofessional staff	852	2,055	531	1,598	155	185	85	185	24	62	6	6	0	0	51	19
Technical and paraprofessionals	195	375	129	302	10	19	9	30	7	19	0	0	0	0	40	5
Clerical and secretarial	138	1,516	84	1,178	33	155	12	127	5	38	0	5	0	0	4	13
Skilled crafts	44	29	34	22	6	5	2	0	2	2	0	0	0	0	0	0
Service/maintenance	475	135	284	96	106	6	62	28	10	3	6	1	0	0	7	1

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-3f. Number of full-time employees in 2-year institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	117,940	142,334	96,282	114,457	10,848	15,997	6,361	7,377	2,595	2,842	1,297	1,248	179	120	378	293
Professional staff	83,123	75,828	72,431	63,884	4,941	7,104	2,975	2,532	1,591	1,462	869	838	121	89	245	139
Executive/administrative/managerial	13,778	9,374	11,742	7,712	1,037	1,005	603	349	170	142	173	138	3	4	50	24
Faculty (instruction/research)	57,004	46,988	50,802	40,712	2,582	3,604	1,696	1,323	1,156	948	496	283	99	40	173	78
Professional (support/service)	12,391	19,466	9,887	15,460	1,322	2,495	676	860	265	372	200	217	19	25	22	37
Nonprofessional staff	34,767	66,506	23,851	50,573	5,907	8,893	3,386	4,845	1,004	1,380	428	410	58	31	133	154
Technical and paraprofessionals	8,043	12,159	6,425	9,658	682	1,344	518	681	286	336	67	105	11	11	54	24
Clerical and secretarial	3,058	47,713	1,991	36,948	526	5,669	324	3,579	161	947	39	409	4	35	13	126
Skilled crafts	5,365	478	4,443	399	434	49	354	25	71	3	41	2	8	0	14	0
Service/maintenance	18,301	6,156	10,992	3,568	4,265	1,831	2,190	560	486	94	281	94	35	5	52	4
Public, total	109,938	132,454	89,820	106,040	10,342	15,347	5,983	6,967	2,475	2,709	932	1,110	163	99	223	182
Professional staff	76,762	69,207	67,069	58,072	4,641	6,748	2,730	2,321	1,494	1,392	581	568	105	51	142	56
Executive/administrative/managerial	12,174	7,968	10,442	6,502	961	925	477	290	154	115	115	125	3	2	22	9
Faculty (instruction/research)	53,288	44,003	47,592	38,022	2,423	3,475	1,625	1,259	1,091	914	359	261	87	34	111	38
Professional (support/service)	11,300	17,236	9,035	13,548	1,257	2,348	628	772	249	363	107	179	15	15	9	11
Nonprofessional staff	33,176	63,247	22,751	47,968	5,701	8,599	3,253	4,646	981	1,317	351	545	58	48	81	124
Technical and paraprofessionals	7,752	11,784	6,218	9,375	663	1,311	504	651	279	316	64	101	11	11	13	19
Clerical and secretarial	2,903	45,273	1,888	34,954	499	5,459	311	3,440	156	908	38	379	4	32	7	101
Skilled crafts	5,173	462	4,266	388	423	45	352	25	70	2	41	2	8	0	13	0
Service/maintenance	17,348	5,728	10,379	3,251	4,116	1,784	2,086	530	476	91	208	63	35	5	48	4
Private, nonprofit	4,148	4,859	3,316	4,204	213	284	190	135	29	36	156	129	5	3	39	68
Professional staff	3,129	3,101	2,552	2,741	109	122	124	88	23	25	283	70	5	0	33	52
Executive/administrative/managerial	770	576	569	477	14	29	90	14	1	11	57	13	0	0	9	10
Faculty (instruction/research)	1,777	1,634	1,522	1,511	69	43	20	21	13	11	133	20	5	0	15	28
Professional (support/service)	582	891	431	753	26	50	14	33	9	4	93	36	0	0	9	16
Nonprofessional staff	1,019	1,758	764	1,463	104	162	66	47	6	9	73	59	0	3	6	16
Technical and paraprofessionals	122	143	103	110	9	18	5	10	1	1	3	4	0	0	1	0
Clerical and secretarial	53	1,246	42	1,062	5	101	3	33	0	6	1	25	0	3	2	16
Skilled crafts	161	7	152	7	6	0	1	0	1	0	0	0	0	0	1	0
Service/maintenance	683	362	467	284	84	43	57	4	4	1	69	30	0	0	2	0
Private, for profit	3,854	5,021	3,146	4,213	293	366	188	275	91	97	9	9	11	18	116	43
Professional staff	3,282	3,520	2,810	3,071	191	234	121	123	74	42	5	3	11	18	70	29
Executive/administrative/managerial	834	830	731	733	62	51	36	25	15	14	1	0	0	2	19	5
Faculty (instruction/research)	1,939	1,351	1,688	1,179	60	88	51	43	52	23	4	0	7	6	47	14
Professional (support/service)	509	1,339	431	1,159	39	97	34	55	7	6	0	3	4	10	4	10
Nonprofessional staff	572	1,501	336	1,142	102	132	67	152	17	55	4	6	0	0	46	14
Technical and paraprofessionals	169	232	104	173	10	15	9	20	6	19	0	0	0	0	40	5
Clerical and secretarial	102	1,194	61	932	22	109	10	106	5	33	0	5	0	0	4	9
Skilled crafts	31	9	25	4	5	4	1	0	0	1	0	0	0	0	0	0
Service/maintenance	270	66	146	33	65	4	47	26	6	2	4	1	0	0	2	0

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only and are not included in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-3g. Number of part-time employees in 2-year institutions of higher education, by primary occupation and by race/ethnicity, sex, and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total		White, non-Hispanic		Black, non-Hispanic		Hispanic		Asian or Pacific Islander		American Indian or Alaskan Native		Nonresident alien		Race/ethnicity unknown	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total	113,669	131,900	93,829	108,140	7,871	10,746	4,625	5,238	2,475	2,666	614	725	211	172	4,044	4,213
Professional staff	98,290	100,156	83,593	84,262	5,142	6,968	3,482	3,081	1,929	1,894	461	481	128	104	3,555	3,366
Executive/administrative/managerial	675	805	563	690	56	54	23	21	24	34	1	4	0	0	8	2
Faculty (instruction/research)	93,298	91,900	79,658	77,500	4,538	6,111	3,280	2,792	1,795	1,722	435	433	125	94	3,467	3,242
Instruction/research assistants	1,294	1,729	1,051	1,403	147	176	43	57	26	29	7	8	0	0	20	56
Professional (support/service)	3,023	5,722	2,321	4,669	401	627	136	211	84	109	18	30	3	10	60	66
Nonprofessional staff	15,379	31,744	10,236	23,878	2,729	3,778	1,143	2,157	546	772	153	244	83	68	489	847
Technical and paraprofessionals	4,267	8,233	3,173	6,432	452	749	238	508	148	180	30	48	29	30	197	285
Clerical and secretarial	5,398	19,916	3,507	16,022	815	2,353	494	1,398	335	549	59	169	44	29	144	396
Skilled crafts	414	345	362	277	37	28	13	14	7	5	5	1	1	0	1	0
Service/maintenance	5,280	3,250	3,194	2,147	1,425	648	398	217	56	38	58	25	7	9	141	166
Public, total	109,734	126,854	90,418	103,615	7,613	10,466	4,489	5,123	2,410	2,604	605	717	204	168	3,995	4,171
Professional staff	95,002	96,400	80,697	80,860	4,958	6,774	3,376	3,024	1,879	1,844	457	475	123	92	3,512	3,331
Executive/administrative/managerial	639	750	531	690	54	50	23	21	23	34	1	4	0	0	7	2
Faculty (instruction/research)	90,362	88,760	77,065	74,665	4,378	5,945	3,187	2,745	1,748	1,680	432	434	121	82	3,411	3,209
Instruction/research assistants	1,145	1,617	928	1,299	38	174	35	56	24	27	8	8	0	0	14	54
Professional (support/service)	2,856	5,273	2,173	4,251	388	605	131	203	84	103	16	29	2	10	80	66
Nonprofessional staff	14,732	30,454	9,721	22,755	2,655	3,692	1,113	2,099	531	760	148	242	81	66	483	840
Technical and paraprofessionals	4,187	7,978	3,098	6,209	450	743	237	483	146	180	30	49	29	30	197	284
Clerical and secretarial	5,257	19,138	3,387	14,351	803	2,292	488	1,369	333	540	59	168	41	27	144	391
Skilled crafts	416	332	349	248	38	27	12	14	5	4	5	1	1	0	1	0
Service/maintenance	4,872	3,026	2,887	1,949	1,367	630	376	213	47	36	54	24	9	9	135	165
Private, nonprofit	1,833	2,567	1,642	2,341	82	111	60	48	27	20	5	8	2	4	15	20
Professional staff	1,466	1,821	1,322	1,674	61	78	48	23	19	15	2	6	0	2	14	18
Executive/administrative/managerial	22	32	20	29	2	3	0	0	0	0	0	0	0	0	0	0
Faculty (instruction/research)	1,312	1,487	1,182	1,354	52	72	43	20	19	12	2	5	0	1	14	23
Instruction/research assistants	20	45	18	43	2	0	0	0	0	1	0	0	0	0	0	1
Professional (support/service)	112	257	102	248	5	3	5	3	0	2	0	1	0	0	0	0
Nonprofessional staff	367	736	320	667	21	33	12	25	8	5	3	2	2	2	1	2
Technical and paraprofessionals	54	112	50	94	2	2	1	15	1	0	0	0	0	0	0	1
Clerical and secretarial	105	456	97	425	1	15	4	8	2	4	0	1	1	2	0	1
Skilled crafts	5	13	4	13	1	0	0	0	0	0	0	0	0	0	0	0
Service/maintenance	203	155	169	135	17	16	7	2	5	1	3	1	1	0	1	0
Private, for profit	2,102	2,489	1,769	2,184	176	169	76	67	38	42	4	0	5	0	14	27
Professional staff	1,822	1,935	1,574	1,728	123	116	58	34	31	35	2	0	5	0	29	17
Executive/administrative/managerial	14	23	12	22	0	1	0	0	1	0	0	0	0	0	1	0
Faculty (instruction/research)	1,624	1,653	1,411	1,481	108	94	50	27	28	30	1	0	4	0	22	16
Instruction/research assistants	129	67	105	61	7	2	8	2	2	1	1	0	0	0	6	1
Professional (support/service)	55	192	46	164	8	19	0	5	0	4	0	0	1	0	0	0
Nonprofessional staff	280	554	195	456	53	53	18	33	7	7	2	0	0	0	5	5
Technical and paraprofessionals	26	143	25	129	0	4	0	10	1	0	0	0	0	0	0	0
Clerical and secretarial	36	322	23	246	11	46	2	21	0	5	0	0	0	0	0	4
Skilled crafts	13	20	9	18	1	1	1	0	2	1	0	0	0	0	0	0
Service/maintenance	205	69	138	63	41	2	15	2	4	1	2	0	0	0	5	1

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-4. Number of employees in less than 2-year institutions of higher education, by primary occupation, by employment status, sex, and and control of institution: 50 states and the District of Columbia, fall 1993

Primary occupation and control of institution	Total			Full time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	1202	338	864	1029	281	748	173	57	116
Professional staff	555	232	323	447	192	255	108	40	68
Executive/administrative/managerial	135	69	66	134	69	65	1	0	1
Faculty (instruction/research)	315	137	178	218	99	119	97	38	59
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	105	26	79	95	24	71	10	2	8
Nonprofessional staff	647	106	541	582	89	493	65	17	48
Technical and paraprofessionals	224	13	211	224	13	211	0	0	0
Clerical and secretarial	328	34	294	284	28	256	44	6	38
Skilled crafts	72	42	30	60	39	21	12	3	9
Service/maintenance	23	17	6	14	9	5	9	8	1
Private, nonprofit	51	29	22	39	20	19	12	9	3
Professional staff	47	29	18	35	20	15	12	9	3
Executive/administrative/managerial	9	4	5	9	4	5	0	0	0
Faculty (instruction/research)	22	18	4	14	11	3	8	7	1
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	16	7	9	12	5	7	4	2	2
Nonprofessional staff	4	0	4	4	0	4	0	0	0
Technical and paraprofessionals	1	0	1	1	0	1	0	0	0
Clerical and secretarial	0	0	0	0	0	0	0	0	0
Skilled crafts	0	0	0	0	0	0	0	0	0
Service/maintenance	3	0	3	3	0	3	0	0	0
Private, for profit	1151	309	842	990	261	729	161	48	113
Professional staff	508	203	305	412	172	240	96	31	65
Executive/administrative/managerial	126	65	61	125	65	60	1	0	1
Faculty (instruction/research)	293	119	174	204	88	116	89	31	58
Instruction/research assistants	0	0	0	NA	NA	NA	0	0	0
Professional (support/service)	89	19	70	83	19	64	6	0	6
Nonprofessional staff	643	106	537	578	89	489	65	17	48
Technical and paraprofessionals	223	13	210	223	13	210	0	0	0
Clerical and secretarial	328	34	294	284	28	256	44	6	38
Skilled crafts	72	42	30	60	39	21	12	3	9
Service maintenance	20	17	3	11	9	2	9	8	1

NA = Not applicable

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-5a. Number, median salary, and percent distribution of full-time employees in institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Full-time faculty total	545,706	363,430	313,278	13,385	7,459	18,943	1,237	8,355	773	182,276	155,462	12,273	4,617	6,326	760	2,474	334
Percent of staff category	100.0	66.6	57.4	2.5	1.4	3.5	0.2	1.5	0.1	33.4	28.5	2.2	0.8	1.2	0.1	0.5	0.1
Faculty																	
9-10 month contract	384,860	252,951	220,128	9,654	5,347	12,420	831	4,048	523	131,909	113,791	8,951	3,476	3,752	563	1,163	213
Median salary	43,205	46,760	46,950	41,186	44,221	50,682	42,275	43,698	36,006	37,705	37,659	37,260	38,822	40,390	35,919	35,419	33,480
Percent of staff category	100.0	65.7	57.2	2.5	1.4	3.2	0.2	1.1	0.1	34.3	29.6	2.3	0.9	1.0	0.1	0.3	0.1
Less than 9 month contract	5,256	3,045	2,415	161	81	137	30	161	60	2,211	1,860	114	65	81	24	42	25
Percent of staff category	100.0	57.9	45.9	3.1	1.5	2.6	0.6	3.1	1.1	42.1	35.4	2.2	1.2	1.5	0.5	0.8	0.5
11-12 month contract	155,590	107,434	90,735	3,570	2,031	6,386	376	4,146	190	48,156	39,641	3,208	1,076	2,493	173	1,269	96
Median salary	50,609	55,015	55,426	48,730	55,005	53,740	35,781	33,365	43,289	42,578	42,927	41,793	42,149	44,812	37,300	29,204	39,375
Percent of staff category	100.0	69.0	58.3	2.3	1.3	4.1	0.2	2.7	0.1	31.0	25.6	2.1	0.7	1.6	0.1	0.8	0.1
Full-time nonfaculty total	1,237,604	490,478	368,176	69,339	26,752	14,943	3,064	7,655	949	746,926	565,365	124,077	35,132	21,822	4,166	5,426	934
Percent of staff category	100.0	39.7	29.7	5.6	2.2	1.2	0.2	0.6	0.1	60.3	44.9	10.0	2.8	1.8	0.3	0.4	0.1
Executive/Administrative/Managerial	137,834	80,098	70,303	5,904	1,963	1,244	415	166	103	57,736	48,348	6,328	1,617	999	311	80	53
Median salary	49,645	55,285	55,492	49,985	50,014	55,744	42,330	48,584	56,694	42,422	42,448	42,283	40,477	47,399	35,515	44,167	47,500
Percent of staff category	100.0	58.1	51.0	4.3	1.4	0.9	0.3	0.1	0.1	41.9	35.1	4.6	1.2	0.7	0.2	0.1	0.0
Professional (support/service)	355,554	142,700	114,716	10,451	4,322	6,335	711	5,908	251	212,854	169,510	22,922	6,722	9,099	1,006	3,301	294
Median salary	32,517	34,064	34,829	31,355	32,705	33,968	29,011	27,163	28,436	31,558	31,594	31,109	30,682	35,519	27,710	26,664	28,309
Percent of staff category	100.0	40.1	32.3	2.9	1.2	1.8	0.2	1.7	0.1	59.9	47.7	6.4	1.9	2.6	0.3	0.9	0.1
Technical/Paraprofessional	142,646	59,070	45,104	7,231	2,913	2,523	324	835	135	83,776	58,752	16,120	3,818	3,402	516	1,057	109
Median salary	23,893	25,982	26,507	23,163	24,450	26,585	23,632	24,323	19,647	22,794	23,211	20,988	22,495	24,827	22,374	22,067	20,688
Percent of staff category	100.0	41.4	31.6	5.1	2.0	1.8	0.2	0.6	0.1	58.6	41.1	11.3	2.7	2.4	0.4	0.7	0.1
Clerical and secretarial	307,962	32,401	21,461	6,347	2,756	1,719	212	201	65	319,161	241,009	51,259	17,305	6,747	1,614	620	407
Median salary	20,536	20,360	20,429	19,619	20,564	22,505	19,360	19,036	15,869	20,082	20,048	19,775	20,318	23,567	19,200	20,220	17,476
Percent of staff category	100.0	9.5	6.1	1.8	0.8	0.5	0.1	0.1	0.0	90.7	68.5	14.6	4.9	1.9	0.5	0.2	0.1
Skilled crafts	62,405	57,795	47,014	6,207	3,163	638	444	86	182	3,190	2,500	472	140	34	30	10	4
Median salary	24,460	21,211	21,548	24,239	26,647	30,803	21,134	26,000	20,732	21,316	21,475	20,568	20,341	22,750	23,333	17,714	18,000
Percent of staff category	100.0	84.8	77.2	10.2	5.2	1.0	0.7	0.1	0.3	5.2	4.1	0.8	0.2	0.1	0.0	0.0	0.0
Service/maintenance	199,382	119,479	88,579	33,159	11,636	2,484	952	457	213	79,209	35,246	26,976	5,530	1,541	489	360	67
Median salary	19,179	19,294	20,224	17,013	19,482	21,199	18,361	16,015	17,840	16,571	17,173	15,674	16,297	19,224	15,685	14,935	13,179
Percent of staff category	100.0	59.9	44.4	16.6	5.8	1.2	0.5	0.2	0.1	39.7	17.7	13.5	2.8	0.8	0.2	0.2	0.0

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundaries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-5a1. Number, median salary, and percent distribution of full-time employees in institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	545,706	466,770	25,658	12,076	25,269	1,997	10,829	1,107
Percent of staff category	100.0	85.9	4.7	2.2	4.6	0.4	2.0	0.2
Faculty								
9-10 month contract	384,860	333,919	18,605	8,623	16,172	1,394	5,211	736
Median salary	43,205	43,325	39,104	41,920	48,309	39,118	41,536	36,407
Percent of staff category	100.0	86.8	4.8	2.3	4.2	0.4	1.4	0.2
Less than 9 month contract	5,256	4,275	275	146	218	54	203	85
Percent of staff category	100.0	81.3	5.2	2.8	4.1	1.0	3.9	1.6
11-12 month contract	155,590	130,576	6,778	3,107	8,879	549	5,415	286
Median salary	50,609	51,735	44,952	49,630	51,173	36,447	32,277	42,105
Percent of staff category	100.0	83.9	4.4	2.0	5.7	0.4	3.5	0.2
Full-time nonfaculty total	1,237,604	923,541	193,416	61,884	36,765	7,232	13,083	1,683
Percent of staff category	100.0	74.6	15.6	5.0	3.0	0.6	1.1	0.2
Executive/Administrative/Managerial	137,834	118,651	12,232	3,560	2,243	726	246	156
Median salary	49,845	50,435	45,490	45,146	52,494	39,432	46,613	55,370
Percent of staff category	100.0	86.1	8.9	2.6	1.6	0.5	0.2	0.1
Professional (support/service)	355,554	284,226	33,373	11,044	15,434	1,723	9,209	545
Median salary	32,517	32,820	31,186	31,472	34,789	28,179	26,985	28,367
Percent of staff category	100.0	79.9	9.4	3.1	4.3	0.5	2.6	0.2
Technical/Paraprofessional	142,646	103,861	23,351	6,731	5,925	842	1,692	244
Median salary	23,893	24,415	21,616	23,318	25,524	22,885	22,964	20,070
Percent of staff category	100.0	72.7	16.3	4.7	4.1	0.6	1.3	0.2
Clerical and secretarial	351,962	262,470	57,646	20,061	8,466	2,026	821	472
Median salary	20,108	20,077	19,758	20,353	23,361	19,214	19,936	17,235
Percent of staff category	100.0	74.6	16.4	5.7	2.4	0.6	0.2	0.1
Skilled crafts	60,926	49,514	6,679	3,303	672	474	98	186
Median salary	26,880	27,234	23,969	26,290	30,625	26,854	24,706	20,610
Percent of staff category	100.0	81.3	11.0	5.4	1.1	0.8	0.2	0.3
Service/maintenance	188,682	104,819	60,135	17,165	4,025	1,441	817	280
Median salary	18,178	19,178	16,399	18,441	20,443	17,448	15,543	16,662
Percent of staff category	100.0	55.6	31.9	9.1	2.1	0.8	0.4	0.1

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-5b. Number, median salary, and percent distribution of full-time employees in 4-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	441,496	306,327	262,402	10,781	5,763	17,784	741	8,256	600	135,169	114,694	8,640	3,294	5,376	477	2,434	254
Percent of staff category	100.0	69.4	59.4	2.4	1.3	4.0	0.2	1.9	0.1	30.6	26.0	2.0	0.7	1.2	0.1	0.6	0.1
Faculty																	
9-10 month contract	300,247	206,908	178,970	7,697	3,910	11,415	538	3,965	413	93,339	80,241	6,224	2,355	2,891	339	1,130	159
Median salary	44,433	48,147	48,427	41,500	44,672	51,415	42,603	43,964	36,903	38,118	38,169	37,324	38,441	39,733	36,406	35,530	33,314
Percent of staff category	100.0	68.9	59.6	2.6	1.3	3.8	0.2	1.3	0.1	31.1	26.7	2.1	0.8	1.0	0.1	0.4	0.1
Less than 9-month contract	3,690	2,155	1,685	122	48	119	10	160	11	1,535	1,288	83	39	71	6	42	6
Percent of staff category	100.0	58.4	45.7	3.3	1.3	3.2	0.3	4.3	0.3	41.6	34.9	2.2	1.1	1.9	0.2	1.1	0.2
11-12 month contract	137,559	97,264	81,747	2,962	1,805	6,250	193	4,131	176	40,295	33,165	2,333	900	2,414	132	1,262	89
Median salary	53,656	55,832	56,262	52,672	55,893	54,295	52,361	33,396	43,649	44,658	45,183	44,954	44,238	45,229	39,722	29,205	40,417
Percent of staff category	100.0	70.7	59.4	2.2	1.3	4.5	0.1	3.0	0.1	29.3	24.1	1.7	0.7	1.8	0.1	0.9	0.1
Full-time nonfaculty total	1,080,711	429,760	322,531	61,061	22,082	13,504	2,253	7,575	744	650,951	481,136	111,582	29,039	19,924	3,203	5,348	719
Percent of staff category	100.0	39.8	29.8	5.7	2.0	1.2	0.2	0.7	0.1	60.2	44.5	10.3	2.7	1.8	0.3	0.5	0.1
Executive/Administrative/Managerial	114,548	66,251	58,497	4,863	1,359	1,074	242	163	53	48,297	40,578	5,316	1,268	857	173	76	29
Median salary	49,800	55,445	55,683	49,309	48,788	55,709	46,023	49,474	56,452	41,964	42,081	41,142	39,053	46,938	37,900	44,000	48,000
Percent of staff category	100.0	57.8	51.1	4.2	1.2	0.9	0.2	0.1	0.0	42.2	35.4	4.6	1.1	0.7	0.2	0.1	0.0
Professional (support/service)	323,602	130,285	104,607	9,127	3,646	6,070	517	5,889	229	193,317	153,993	20,415	5,860	8,727	789	3,276	257
Median salary	32,554	33,960	34,912	31,051	32,191	33,789	31,332	27,162	28,650	31,657	31,725	31,055	30,482	35,341	28,410	26,656	28,708
Percent of staff category	100.0	40.3	32.4	2.8	1.1	1.9	0.2	1.8	0.1	59.7	47.6	6.3	1.8	2.7	0.2	1.0	0.1
Technical/Paraprofessional	122,420	51,014	38,674	6,547	2,394	2,237	257	824	81	71,406	48,983	14,709	3,104	3,066	413	1,046	85
Median salary	23,759	25,740	26,447	22,907	24,147	26,097	23,539	24,343	22,083	22,643	23,095	20,916	22,180	24,389	22,245	22,039	20,662
Percent of staff category	100.0	41.7	31.6	5.3	2.0	1.8	0.2	0.7	0.1	58.3	40.0	12.0	2.5	2.5	0.3	0.9	0.1
Clerical and secretarial	300,907	29,715	19,443	5,860	2,432	1,558	173	197	52	271,192	203,824	45,578	13,722	5,797	1,405	585	281
Median salary	20,047	20,344	20,425	19,540	20,592	22,370	19,211	19,160	15,059	20,016	19,982	19,751	20,300	23,300	19,357	20,143	16,864
Percent of staff category	100.0	9.9	6.5	1.9	0.8	0.5	0.1	0.1	0.0	90.1	67.7	15.1	4.6	1.9	0.5	0.2	0.1
Skilled crafts	55,023	52,332	42,532	5,773	2,809	567	403	80	168	2,691	2,061	422	115	31	28	10	4
Median salary	26,929	27,234	27,595	24,184	26,526	30,794	27,336	29,176	20,365	21,434	21,609	20,780	20,208	22,639	24,000	17,714	18,000
Percent of staff category	100.0	95.1	77.3	10.5	5.1	1.0	0.7	0.1	0.3	4.9	3.8	0.8	0.2	0.1	0.1	0.0	0.0
Service/maintenance	164,211	100,163	58,578	26,891	9,442	1,998	671	422	161	64,048	31,677	25,142	4,970	1,446	395	355	63
Median salary	17,987	19,102	20,067	16,887	19,089	20,647	19,151	15,956	16,618	16,529	17,151	15,646	16,112	19,156	16,102	14,916	12,808
Percent of staff category	100.0	61.0	35.7	17.6	5.7	1.2	0.4	0.3	0.1	39.0	19.3	15.3	3.0	0.9	0.2	0.2	0.0

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-5b1. Number, median salary, and percent distribution of full-time employees in 4-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	441,496	377,096	19,421	9,057	23,160	1,218	10,690	854
Percent of staff category	100.0	85.4	4.4	2.1	5.2	0.3	2.4	0.2
Faculty								
9-10 month contract	300,247	259,211	13,921	6,265	14,306	877	5,095	572
Median salary	44,433	44,649	39,402	42,010	49,167	39,414	41,804	35,545
Percent of staff category	100.0	86.3	4.6	2.1	4.8	0.3	1.7	0.2
Less than 9 month contract	3,690	2,973	205	87	190	16	202	17
Percent of staff category	100.0	80.6	5.6	2.4	5.1	0.4	5.5	0.5
11-12 month contract	137,559	114,912	5,295	2,705	8,664	325	5,393	265
Median salary	53,656	54,993	49,179	53,108	51,713	47,018	32,299	42,591
Percent of staff category	100.0	83.5	3.8	2.0	6.3	0.2	3.9	0.2
Full-time nonfaculty total	1,080,711	803,667	172,643	51,121	33,428	5,466	12,923	1,463
Percent of staff category	100.0	74.4	16.0	4.7	3.1	0.5	1.2	0.1
Executive/Administrative/Managerial	114,548	99,075	10,179	2,627	1,931	415	239	82
Median salary	49,600	50,515	44,470	43,176	52,080	42,877	47,167	55,238
Percent of staff category	100.0	86.5	8.9	2.3	1.7	0.4	0.2	0.1
Professional (support/service)	323,602	258,800	29,542	9,506	14,797	1,306	9,165	486
Median salary	32,554	32,898	31,054	31,142	34,624	29,404	26,982	28,682
Percent of staff category	100.0	80.0	9.1	2.9	4.6	0.4	2.8	0.2
Technical/Paraprofessional	122,420	87,657	21,256	5,498	5,303	670	1,870	166
Median salary	23,759	24,338	21,489	23,032	24,948	22,784	22,947	21,154
Percent of staff category	100.0	71.6	17.4	4.5	4.3	0.5	1.5	0.1
Clerical and secretarial	300,907	223,267	51,438	16,154	7,355	1,578	782	333
Median salary	20,047	20,015	19,728	20,347	23,090	19,344	19,904	16,568
Percent of staff category	100.0	74.2	17.1	5.4	2.4	0.5	0.3	0.1
Skilled crafts	55,023	44,613	6,195	2,924	598	431	90	172
Median salary	26,929	27,309	23,945	26,191	30,616	27,078	24,667	20,256
Percent of staff category	100.0	81.1	11.3	5.3	1.1	0.8	0.2	0.3
Service/maintenance	164,211	90,255	54,033	14,412	3,444	1,066	777	224
Median salary	17,987	19,033	16,298	18,038	20,036	18,113	15,479	15,702
Percent of staff category	100.0	55.0	32.9	8.8	2.1	0.6	0.5	0.1

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS) "Fall Staff" survey, 1993.

Table B-5c. Number, median salary, and percent distribution of full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	104,210	57,103	50,876	2,604	1,696	1,159	496	99	173	47,107	40,798	3,633	1,323	950	283	40	80
Percent of staff category	100.0	54.8	48.8	2.5	1.6	1.1	0.5	0.1	0.2	45.2	39.1	3.5	1.3	0.9	0.3	0.0	0.1
Faculty																	
9-10 month contract	84,613	46,043	41,156	1,957	1,437	1,005	293	83	110	38,570	33,550	2,727	1,121	861	224	33	54
Median salary	39,262	41,734	41,749	39,877	43,064	43,503	41,500	32,019	40,769	36,662	36,404	37,111	39,829	42,587	34,868	32,188	34,375
Percent of staff category	100.0	54.4	48.6	2.3	1.7	1.2	0.3	0.1	0.1	45.6	39.7	3.2	1.3	1.0	0.3	0.0	0.1
Less than 9 month contract	1,566	890	730	39	33	18	20	1	49	676	572	31	26	10	18	0	19
Percent of staff category	100.0	56.8	46.6	2.5	2.1	1.1	1.3	0.1	3.1	43.2	36.5	2.0	1.7	0.6	1.1	0.0	1.2
11-12 month contract	18,031	10,170	8,988	608	226	136	183	15	14	7,861	6,676	875	176	79	41	7	7
Median salary	36,582	37,359	37,705	34,672	37,281	38,250	22,946	30,417	25,000	35,606	35,589	36,442	33,610	34,500	33,553	29,167	30,833
Percent of staff category	100.0	56.4	49.8	3.4	1.3	0.8	1.0	0.1	0.1	43.6	37.0	4.9	1.0	0.4	0.2	0.0	0.0
Full-time nonfaculty total	157,093	61,118	45,645	8,278	4,670	1,439	601	80	205	95,975	74,229	12,495	6,093	1,898	965	80	215
Percent of staff category	100.0	38.9	29.1	5.3	3.0	0.9	0.5	0.1	0.1	61.1	47.3	8.0	3.9	1.2	0.6	0.1	0.1
Executive/Administrative/Managerial	23,286	13,847	11,806	1,041	604	170	173	3	50	9,439	7,770	1,012	349	142	138	4	24
Median salary	50,013	53,548	53,313	52,646	52,060	55,957	34,605	33,750	56,935	44,706	44,330	47,480	47,891	51,500	32,800	45,000	47,000
Percent of staff category	100.0	59.5	50.7	4.5	2.6	0.7	0.7	0.0	0.2	40.5	33.4	4.3	1.5	0.6	0.6	0.0	0.1
Professional (support/service)	31,952	12,415	9,909	1,324	676	265	200	19	22	19,537	15,517	2,507	862	372	217	25	37
Median salary	32,150	34,645	35,008	33,738	36,563	40,643	23,615	27,500	26,667	30,582	30,314	31,548	32,257	39,068	25,324	27,250	25,313
Percent of staff category	100.0	38.9	31.0	4.1	2.1	0.8	0.6	0.1	0.1	61.1	48.6	7.8	2.7	1.2	0.7	0.1	0.1
Technical/Paraprofessional	20,426	8,056	6,435	664	519	266	67	11	54	12,370	9,769	1,411	714	336	105	11	24
Median salary	24,702	26,695	26,845	25,676	26,175	29,507	24,028	23,125	18,452	23,677	23,797	21,721	23,910	29,270	22,823	26,875	20,833
Percent of staff category	100.0	39.4	31.5	3.3	2.5	1.4	0.3	0.1	0.3	60.6	47.8	6.9	3.5	1.6	0.5	0.1	0.1
Clerical and secretarial	51,055	3,086	2,018	527	324	161	39	4	13	47,969	37,185	5,681	3,583	950	409	35	126
Median salary	20,483	20,750	20,475	20,826	20,313	25,188	19,833	16,000	18,000	20,466	20,437	19,963	20,387	25,219	18,723	21,346	18,941
Percent of staff category	100.0	6.0	4.0	1.0	0.6	0.3	0.1	0.0	0.0	94.0	72.8	11.1	7.0	1.9	0.8	0.1	0.2
Skilled crafts	5,903	5,404	4,482	434	354	71	41	8	14	499	419	50	25	3	2	0	0
Median salary	25,406	26,979	27,070	24,856	27,606	30,872	24,792	25,000	29,250	20,575	20,690	19,333	20,938	23,750	20,000	21,346	18,941
Percent of staff category	100.0	91.5	75.9	7.4	6.0	1.2	0.7	0.1	0.2	8.5	7.1	0.8	0.4	0.1	0.0	0.0	0.0
Service/maintenance	24,471	18,310	10,995	4,268	2,193	486	281	35	52	6,161	3,569	1,834	560	95	94	5	4
Median salary	19,541	20,409	21,014	17,887	21,202	24,450	16,167	16,688	21,621	17,026	17,392	16,068	17,879	20,779	14,286	19,167	16,500
Percent of staff category	100.0	74.8	44.9	17.4	9.0	2.0	1.1	0.1	0.2	25.2	14.6	7.5	2.3	0.4	0.4	0.0	0.0

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-5c1. Number, median salary, and percent distribution of full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	104,210	91,674	6,237	3,019	2,109	779	139	253
Percent of staff category	100.0	88.0	6.0	2.9	2.0	0.7	0.1	0.2
Faculty								
9-10 month contract	84,613	74,708	4,684	2,558	1,866	517	116	164
Median salary	39,262	39,186	38,158	41,697	43,057	38,469	32,059	38,971
Percent of staff category	100.0	88.3	5.5	3.0	2.2	0.6	0.1	0.2
Less than 9 month contract	1,566	1,302	70	59	28	38	1	68
Percent of staff category	100.0	83.1	4.5	3.8	1.8	2.4	0.1	4.3
11-12 month contract	18,031	15,664	1,483	402	215	224	22	21
Median salary	36,582	36,796	35,799	35,952	36,875	24,012	30,000	27,500
Percent of staff category	100.0	86.9	8.2	2.2	1.2	1.2	0.1	0.1
Full-time nonfaculty total	157,093	119,874	20,773	10,763	3,337	1,766	160	420
Percent of staff category	100.0	76.3	13.2	6.9	2.1	1.1	0.1	0.3
Executive/Administrative/Managerial	23,286	19,576	2,053	953	312	311	7	74
Median salary	50,013	50,130	49,814	50,746	55,127	33,560	42,500	55,513
Percent of staff category	100.0	84.1	8.8	4.1	1.3	1.3	0.0	0.3
Professional (support/service)	31,952	25,426	3,831	1,538	637	417	44	59
Median salary	32,150	32,049	32,254	33,916	39,651	24,401	27,333	25,893
Percent of staff category	100.0	79.6	12.0	4.8	2.0	1.3	0.1	0.2
Technical/Paraprofessional	20,426	16,204	2,095	1,233	622	172	22	78
Median salary	24,702	24,823	22,887	24,770	29,375	23,265	25,000	18,778
Percent of staff category	100.0	79.3	10.3	6.0	3.0	0.8	0.1	0.4
Clerical and secretarial	51,055	39,203	6,208	3,907	1,111	448	39	139
Median salary	20,483	20,439	20,010	20,382	25,215	18,817	20,577	18,780
Percent of staff category	100.0	76.8	12.2	7.7	2.2	0.9	0.1	0.3
Skilled crafts	5,903	4,901	484	379	74	43	8	14
Median salary	26,406	26,504	24,298	27,061	30,698	24,423	25,000	26,250
Percent of staff category	100.0	83.0	8.2	6.4	1.3	0.7	0.1	0.2
Service/maintenance	24,471	14,564	6,102	2,753	581	375	40	56
Median salary	19,541	20,148	17,312	20,539	23,896	15,605	16,875	21,267
Percent of staff category	100.0	59.5	24.9	11.3	2.4	1.5	0.2	0.2

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-5d. Number, median salary, and percent distribution of full-time employees in public institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Full-time faculty total	382,748	327,282	18,771	8,891	17,596	1,633	7,875	700
Percent of staff category	100.0	85.5	4.9	2.3	4.6	0.4	2.1	0.2
Faculty								
9-10 month contract	276,396	237,492	14,561	6,950	12,071	1,233	3,582	507
Median salary	43,659	43,788	39,713	42,246	48,894	39,620	40,931	39,304
Percent of staff category	100.0	85.9	5.3	2.5	4.4	0.4	1.3	0.2
Less than 9 month contract	3,076	2,534	154	97	107	50	120	14
Percent of staff category	100.0	82.4	5.0	3.2	3.5	1.6	3.9	0.5
11-12 month contract	103,276	87,256	4,056	1,844	5,418	350	4,173	179
Median salary	50,730	51,996	44,078	49,266	50,864	42,027	31,201	42,417
Percent of staff category	100.0	84.5	3.9	1.8	5.2	0.3	4.0	0.2
Full-time nonfaculty total	823,672	618,924	125,118	41,718	23,036	5,904	7,759	1,213
Percent of staff category	100.0	75.1	15.2	5.1	2.8	0.7	0.9	0.1
Executive/Administrative/Managerial	77,989	66,787	7,082	2,134	1,239	545	129	73
Median salary	53,636	54,026	50,302	51,782	56,360	41,655	55,227	57,981
Percent of staff category	100.0	85.6	9.1	2.7	1.6	0.7	0.2	0.1
Professional (support/service)	240,689	192,816	22,436	7,970	9,723	1,395	6,014	335
Median salary	32,810	33,122	31,674	31,543	34,522	29,087	26,975	29,965
Percent of staff category	100.0	80.1	9.3	3.3	4.0	0.6	2.5	0.1
Technical/Paraprofessional	99,589	74,837	15,307	4,560	3,309	705	751	120
Median salary	23,589	24,215	20,863	22,816	24,825	22,866	20,964	21,628
Percent of staff category	100.0	75.1	15.4	4.6	3.3	0.7	0.8	0.1
Clerical and secretarial	233,590	176,433	35,771	13,545	5,476	1,673	386	306
Median salary	20,225	20,387	19,273	19,643	23,836	19,436	18,863	18,128
Percent of staff category	100.0	75.5	15.3	5.8	2.3	0.7	0.2	0.1
Skilled crafts	44,500	36,305	4,758	2,383	428	419	44	163
Median salary	26,343	26,831	22,995	24,776	30,615	26,799	21,875	20,878
Percent of staff category	100.0	81.6	10.7	5.4	1.0	0.9	0.1	0.4
Service/maintenance	127,315	71,746	39,764	11,126	2,861	1,167	435	216
Median salary	18,264	19,634	15,649	17,759	20,798	18,113	14,938	17,152
Percent of staff category	100.0	56.4	31.2	8.7	2.2	0.9	0.3	0.2

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-5e. Number, median salary, and percent distribution of full-time employees in private institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ethnicity unknown
Full-time faculty total	162,958	141,488	6,887	3,185	7,673	364	2,954	407
Percent of staff category	100.0	86.8	4.2	2.0	4.7	0.2	1.8	0.2
Faculty								
9-10 month contract	108,464	96,427	4,044	1,873	4,101	161	1,629	229
Median salary	41,961	42,117	36,621	40,520	45,911	34,537	42,969	31,009
Percent of staff category	100.0	88.9	3.7	1.7	3.8	0.1	1.5	0.2
Less than 9 month contract	2,180	1,741	121	49	111	4	83	71
Percent of staff category	100.0	79.9	5.6	2.2	5.1	0.2	3.8	3.3
11-12 month contract	52,314	43,320	2,722	1,263	3,461	199	1,242	107
Median salary	50,311	51,062	47,000	50,393	51,745	23,304	36,377	41,759
Percent of staff category	100.0	82.8	5.2	2.4	6.6	0.4	2.4	0.2
Full-time nonfaculty total	414,132	304,617	68,298	20,166	13,729	1,328	5,324	670
Percent of staff category	100.0	73.6	16.5	4.9	3.3	0.3	1.3	0.2
Executive/Administrative/Managerial	59,845	51,864	5,150	1,446	1,004	161	117	83
Median salary	44,096	44,861	39,486	37,638	44,205	32,841	39,808	44,167
Percent of staff category	100.0	86.7	8.6	2.4	1.7	0.3	0.2	0.1
Professional (support/service)	114,865	91,410	10,937	3,074	5,711	328	3,195	210
Median salary	31,784	32,061	29,989	31,266	35,471	23,276	27,002	26,226
Percent of staff category	100.0	79.6	9.5	2.7	5.0	0.3	2.8	0.2
Technical/Paraprofessional	43,257	29,024	8,044	2,171	2,616	137	1,141	124
Median salary	24,617	24,943	23,174	24,455	26,440	23,017	24,246	18,939
Percent of staff category	100.0	67.1	18.6	5.0	6.0	0.3	2.6	0.3
Clerical and secretarial	118,372	86,037	21,875	6,516	2,990	353	435	166
Median salary	19,897	19,540	20,637	21,610	22,556	18,194	20,844	15,458
Percent of staff category	100.0	72.7	18.5	5.5	2.5	0.3	0.4	0.1
Skilled crafts	16,426	13,209	1,921	920	244	55	54	23
Median salary	28,398	28,466	27,248	29,145	30,643	27,500	26,538	19,400
Percent of staff category	100.0	80.4	11.7	5.6	1.5	0.3	0.3	0.1
Service/maintenance	61,367	33,073	20,371	6,039	1,164	274	382	64
Median salary	17,992	17,953	17,684	19,642	19,257	13,962	16,030	15,750
Percent of staff category	100.0	53.9	33.2	9.8	1.9	0.4	0.6	0.1

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries. Private, nonprofit and private, for profit are combined in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-6a. Number and percent distribution of part-time employees in institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	819,102	401,729	299,186	23,566	12,742	19,143	1,526	32,401	13,165	417,373	330,501	31,915	14,288	14,654	1,860	14,046	10,109
Percent of staff category	100.0	49.0	36.5	2.9	1.6	2.3	0.2	4.0	1.6	51.0	40.3	3.9	1.7	1.8	0.2	1.7	1.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	5,841	2,650	2,282	193	83	70	6	19	17	3,191	2,804	194	72	82	13	14	12
Percent of staff category	100.0	45.4	39.1	3.3	1.1	1.2	0.1	0.3	0.3	54.6	48.0	3.3	1.2	1.4	0.2	0.2	0.2
Percent of total staff	0.7	0.7	0.8	0.8	0.5	0.4	0.4	0.1	0.1	0.8	0.8	0.6	0.5	0.6	0.7	0.1	0.1
Faculty	369,768	197,693	165,376	9,275	5,507	5,752	718	2,767	8,298	172,075	144,895	10,239	4,729	4,268	692	1,282	5,970
Percent of staff category	100.0	53.5	44.7	2.5	1.5	1.6	0.2	0.7	2.2	46.5	39.2	2.8	1.3	1.2	0.2	0.3	1.6
Percent of total staff	45.1	49.2	55.3	39.4	43.2	30.0	47.1	8.5	63.0	41.2	43.8	32.1	33.1	29.1	37.2	9.1	59.1
Inst/Res Asst/Med Int	202,819	120,384	73,979	3,415	2,767	9,627	354	26,836	3,406	82,435	57,263	4,072	2,478	5,205	323	10,915	2,179
Percent of staff category	100.0	59.4	36.5	1.7	1.4	4.7	0.2	13.2	1.7	40.6	28.2	2.0	1.2	2.6	0.2	5.4	1.1
Percent of total staff	24.8	30.0	24.7	14.5	21.7	50.3	23.2	82.8	25.9	19.8	17.3	12.8	17.3	35.5	17.4	77.7	21.6
Professional (support/service)	69,765	23,978	18,744	1,647	697	1,101	87	1,296	406	45,787	38,949	3,029	1,072	1,467	190	684	396
Percent of staff category	100.0	34.4	26.9	2.4	1.0	1.6	0.1	1.9	0.6	65.6	55.8	4.3	1.5	2.1	0.3	1.0	0.6
Percent of total staff	8.5	6.0	6.3	7.0	5.5	5.8	5.7	4.0	3.1	11.0	11.8	9.5	7.5	10.0	10.2	4.9	3.9
Technical/Paraprofessional	41,141	14,171	10,478	1,395	807	743	69	310	369	26,970	20,664	2,938	1,353	1,089	152	303	471
Percent of staff category	100.0	34.4	25.5	3.4	2.0	1.8	0.2	0.8	0.9	65.6	50.2	7.1	3.3	2.6	0.4	0.7	1.1
Percent of total staff	5.0	3.5	3.5	5.9	6.3	3.9	4.5	1.0	2.8	6.5	6.3	9.2	9.5	7.4	8.2	2.2	4.7
Clerical and secretarial	86,079	18,097	11,695	2,432	1,465	1,371	113	669	352	67,982	53,318	7,438	3,524	2,086	362	530	724
Percent of staff category	100.0	21.0	13.6	2.8	1.7	1.6	0.1	0.8	0.4	79.0	61.9	8.6	4.1	2.4	0.4	0.6	0.8
Percent of total staff	10.5	4.5	3.9	10.3	11.5	7.2	7.4	2.1	2.7	16.3	16.1	23.3	24.7	14.2	19.5	3.8	7.2
Skilled craftsman	3,139	2,165	1,759	198	78	40	21	31	38	974	735	93	59	23	3	17	44
Percent of staff category	100.0	69.0	56.0	6.3	2.5	1.3	0.7	1.0	1.2	31.0	23.4	3.0	1.9	0.7	0.1	0.5	1.4
Percent of total staff	0.4	0.5	0.6	0.8	0.6	0.2	1.4	0.1	0.3	0.2	0.2	0.3	0.4	0.2	0.2	0.1	0.4
Service/Maintenance	40,550	22,591	14,873	5,011	1,358	439	158	473	279	17,959	11,873	3,912	1,001	434	125	301	313
Percent of staff category	100.0	55.7	36.7	12.4	3.3	1.1	0.4	1.2	0.7	44.3	29.3	9.6	2.5	1.1	0.3	0.7	0.8
Percent of total staff	5.0	5.6	5.0	21.3	10.7	2.3	10.4	1.5	2.1	4.3	3.6	12.3	7.0	3.0	6.7	2.1	3.1

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-6a1. Number and percent distribution of part-time employees in institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	819,102	629,687	55,481	27,030	33,797	3,386	46,447	23,274
Percent of staff category	100.0	76.9	6.8	3.3	4.1	0.4	5.7	2.8
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	5,841	5,086	387	135	152	19	33	29
Percent of staff category	100.0	87.1	6.6	2.3	2.6	0.3	0.6	0.5
Percent of total staff	0.7	0.8	0.7	0.5	0.4	0.6	0.1	0.1
Faculty	369,768	310,271	19,514	10,236	10,020	1,410	4,049	14,268
Percent of staff category	100.0	83.9	5.3	2.8	2.7	0.4	1.1	3.9
Percent of total staff	45.1	49.3	35.2	37.9	29.6	41.6	8.7	61.3
Inst/Res Asst/Med Int	202,819	131,242	7,487	5,245	14,832	677	37,751	5,585
Percent of staff category	100.0	64.7	3.7	2.6	7.3	0.3	18.6	2.8
Percent of total staff	24.8	20.8	13.5	19.4	43.9	20.0	81.3	24.0
Professional (support/service)	69,765	57,693	4,676	1,769	2,568	277	1,980	802
Percent of staff category	100.0	82.7	6.7	2.5	3.7	0.4	2.8	1.1
Percent of total staff	8.5	9.2	8.4	6.5	7.6	8.2	4.3	3.4
Technical/Paraprofessional	41,141	31,142	4,333	2,160	1,832	221	613	840
Percent of staff category	100.0	75.7	10.5	5.3	4.5	0.5	1.5	2.0
Percent of total staff	5.0	4.9	7.8	8.0	5.4	6.5	1.3	3.6
Clerical and secretarial	86,079	65,013	9,870	4,989	3,457	475	1,199	1,076
Percent of staff category	100.0	75.5	11.5	5.8	4.0	0.6	1.4	1.3
Percent of total staff	10.5	10.3	17.8	18.5	10.2	14.0	2.6	4.6
Skilled craft/man	3,139	2,494	291	137	63	24	48	82
Percent of staff category	100.0	79.5	9.3	4.4	2.0	0.8	1.5	2.6
Percent of total staff	0.4	0.4	0.5	0.5	0.2	0.7	0.1	0.4
Service/Maintenance	40,550	26,746	8,923	2,359	873	283	774	592
Percent of staff category	100.0	66.0	22.0	5.8	2.2	0.7	1.9	1.5
Percent of total staff	5.0	4.2	16.1	8.7	2.6	8.4	1.7	2.5

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-6b. Number and percent distributions of part-time employees in 4-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	573,360	288,003	205,315	15,681	8,117	16,667	912	32,190	9,121	285,357	222,283	21,142	9,046	11,981	1,135	13,874	5,896
Percent of staff category	100.0	50.2	35.8	2.7	1.4	2.9	0.2	5.6	1.6	49.8	38.8	3.7	1.6	2.1	0.2	2.4	1.0
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	4,360	1,975	1,719	137	40	46	5	19	9	2,385	2,113	140	51	48	9	14	10
Percent of staff category	100.0	45.3	39.4	3.1	0.9	1.1	0.1	0.4	0.2	54.7	48.5	3.2	1.2	1.1	0.2	0.3	0.2
Percent of total staff	0.8	0.7	0.8	0.9	0.5	0.3	0.5	0.1	0.1	0.8	1.0	0.7	0.6	0.4	0.8	0.1	0.2
Faculty	184,473	104,357	85,691	4,727	2,227	3,956	283	2,642	4,831	80,116	67,370	4,104	1,934	2,539	253	1,188	2,728
Percent of staff category	100.0	56.6	46.5	2.6	1.2	2.1	0.2	1.4	2.6	43.4	36.5	2.2	1.0	1.4	0.1	0.6	1.5
Percent of total staff	32.2	36.2	41.7	30.1	27.4	23.7	31.0	8.2	53.0	28.1	30.3	19.4	21.4	21.2	22.3	8.6	46.3
Inst/Res Asst/Med Int	199,796	119,090	72,928	3,268	2,724	9,601	347	26,836	3,386	80,706	55,860	3,896	2,421	5,176	315	10,915	2,123
Percent of staff category	100.0	59.6	36.5	1.6	1.4	4.8	0.2	13.4	1.7	40.4	28.0	1.9	1.2	2.6	0.2	5.5	1.1
Percent of total staff	34.8	41.4	35.5	20.8	33.6	57.6	38.0	83.4	37.1	28.3	25.1	18.4	26.8	43.2	27.8	78.7	36.0
Professional (support/service)	61,010	20,953	16,421	1,246	561	1,017	69	1,293	346	40,057	34,274	2,400	861	1,358	160	674	330
Percent of staff category	100.0	34.3	26.9	2.0	0.9	1.7	0.1	2.1	0.6	65.7	56.2	3.9	1.4	2.2	0.3	1.1	0.5
Percent of total staff	10.6	7.3	8.0	7.9	6.9	6.1	7.6	4.0	3.8	14.0	15.4	11.4	9.5	11.3	14.1	4.9	5.6
Technical/Paraprofessional	28,641	9,904	7,305	943	569	595	39	281	172	18,737	14,232	2,189	845	909	103	273	186
Percent of staff category	100.0	34.6	25.5	3.3	2.0	2.1	0.1	1.0	0.6	65.4	49.7	7.6	3.0	3.2	0.4	1.0	0.6
Percent of total staff	5.0	3.4	3.6	6.0	7.0	3.6	4.3	0.9	1.9	6.6	6.4	10.4	9.3	7.6	9.1	2.0	3.2
Clerical and secretarial	60,721	12,693	8,182	1,617	971	1,036	54	625	208	48,028	38,259	5,085	2,125	1,537	193	501	328
Percent of staff category	100.0	20.9	13.5	2.7	1.6	1.7	0.1	1.0	0.3	79.1	63.0	8.4	3.5	2.5	0.3	0.8	0.5
Percent of total staff	10.6	4.4	4.0	10.3	12.0	6.2	5.9	1.9	2.3	16.8	17.2	24.1	23.5	12.8	17.0	3.6	5.6
Skilled craftsman	2,348	1,728	1,394	161	65	33	16	28	31	620	449	65	25	18	2	17	44
Percent of staff category	100.0	73.6	59.4	6.9	2.8	1.4	0.7	1.2	1.3	26.4	19.1	2.8	1.1	0.8	0.1	0.7	1.9
Percent of total staff	0.4	0.6	0.7	1.0	0.8	0.2	1.8	0.1	0.3	0.2	0.2	0.3	0.3	0.2	0.2	0.1	0.7
Service/Maintenance	32,011	17,303	11,675	3,582	960	383	99	466	138	14,708	9,726	3,263	784	396	100	292	147
Percent of staff category	100.0	54.1	36.5	11.2	3.0	1.2	0.3	1.5	0.4	45.9	30.4	10.2	2.4	1.2	0.3	0.9	0.5
Percent of total staff	5.6	6.0	5.7	22.8	11.8	2.3	10.9	1.4	1.5	5.2	4.4	15.4	8.7	3.3	8.8	2.1	2.5

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993

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Table B-6b1. Number and percent distribution of part-time employees in 4-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	573,360	427,598	36,823	17,163	28,648	2,047	46,064	15,017
Percent of staff category	100.0	74.6	6.4	3.0	5.0	0.4	8.0	2.6
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	4,360	3,832	277	91	94	14	33	19
Percent of staff category	100.0	87.9	6.4	2.1	2.2	0.3	0.8	0.4
Percent of total staff	0.8	0.9	0.8	0.5	0.3	0.7	0.1	0.1
Faculty	184,473	153,061	8,831	4,161	6,495	536	3,830	7,559
Percent of staff category	100.0	83.0	4.8	2.3	3.5	0.3	2.1	4.1
Percent of total staff	32.2	35.8	24.0	24.2	22.7	26.2	8.3	50.3
Inst/Res Asst/Med Int	199,796	128,788	7,164	5,145	14,777	662	37,751	5,509
Percent of staff category	100.0	64.5	3.6	2.6	7.4	0.3	18.9	2.8
Percent of total staff	34.8	30.1	19.5	30.0	51.6	32.3	82.0	36.7
Professional (support/service)	61,010	50,695	3,646	1,422	2,375	229	1,967	676
Percent of staff category	100.0	83.1	6.0	2.3	3.9	0.4	3.2	1.1
Percent of total staff	10.6	11.9	9.9	8.3	8.3	11.2	4.3	4.5
Technical/Paraprofessional	28,641	21,537	3,132	1,414	1,504	142	554	358
Percent of staff category	100.0	75.2	10.9	4.9	5.3	0.5	1.9	1.2
Percent of total staff	5.0	5.0	8.5	8.2	5.2	6.9	1.2	2.4
Clerical and secretarial	60,721	46,441	6,702	3,096	2,573	247	1,126	536
Percent of staff category	100.0	76.5	11.0	5.1	4.2	0.4	1.9	0.9
Percent of total staff	10.6	10.9	18.2	18.0	9.0	12.1	2.4	3.6
Skilled craftsman	2,348	1,843	226	90	51	18	45	75
Percent of staff category	100.0	78.5	9.6	3.8	2.2	0.8	1.9	3.2
Percent of total staff	0.4	0.4	0.6	0.5	0.2	0.9	0.1	0.5
Service/Maintenance	32,011	21,401	6,845	1,744	779	199	758	285
Percent of staff category	100.0	66.9	21.4	5.4	2.4	0.6	2.4	0.9
Percent of total staff	5.6	5.0	18.6	10.2	2.7	9.7	1.6	1.9

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-6c. Number and percent distribution of part-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation, sex, and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	245,742	113,726	93,871	7,885	4,625	2,476	614	211	4,044	132,016	108,218	10,773	5,242	2,673	725	172	4,213
Percent of staff category	100.0	46.3	38.2	3.2	1.9	1.0	0.2	0.1	1.6	53.7	44.0	4.4	2.1	1.1	0.3	0.1	1.7
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	1,481	675	563	56	23	24	1	0	8	806	691	54	21	34	4	0	2
Percent of staff category	100.0	45.6	38.0	3.8	1.6	1.6	0.1	0.0	0.5	54.4	46.7	3.6	1.4	2.3	0.3	0.0	0.1
Percent of total staff	0.6	0.6	0.6	0.7	0.5	1.0	0.2	0.0	0.2	0.6	0.6	0.5	0.4	1.3	0.6	0.0	0.0
Faculty	185,295	93,336	79,685	4,548	3,280	1,796	435	125	3,467	91,959	77,525	6,135	2,795	1,729	439	94	3,242
Percent of staff category	100.0	50.4	43.0	2.5	1.8	1.0	0.2	0.1	1.9	49.6	41.8	3.3	1.5	0.9	0.2	0.1	1.7
Percent of total staff	75.4	82.1	84.9	57.7	70.9	72.5	70.8	59.2	85.7	69.7	71.6	56.9	53.3	64.7	60.6	54.7	77.0
Inst/Res Asst/Med Int	3,023	1,294	1,051	147	43	26	7	0	20	1,729	1,403	176	57	29	8	0	56
Percent of staff category	100.0	42.8	34.8	4.9	1.4	0.9	0.2	0.0	0.7	57.2	46.4	5.8	1.9	1.0	0.3	0.0	1.9
Percent of total staff	1.2	1.1	1.1	1.9	0.9	1.1	1.1	0.0	0.5	1.3	1.3	1.6	1.1	1.1	1.1	0.0	1.3
Professional (support/staff)	8,755	3,025	2,323	401	136	84	18	3	60	5,730	4,675	629	211	109	30	10	66
Percent of staff category	100.0	34.6	26.5	4.6	1.6	1.0	0.2	0.0	0.7	65.4	53.4	7.2	2.4	1.2	0.3	0.1	0.8
Percent of total staff	3.6	2.7	2.5	5.1	2.9	3.4	2.9	1.4	1.5	4.3	4.3	5.8	4.0	4.1	4.1	5.8	1.6
Technical/Paraprofessional	12,500	4,267	3,173	452	238	148	30	29	197	8,233	6,432	749	508	180	49	30	285
Percent of staff category	100.0	34.1	25.4	3.6	1.9	1.2	0.2	0.2	1.6	65.9	51.5	6.0	4.1	1.4	0.4	0.2	2.3
Percent of total staff	5.1	3.8	3.4	5.7	5.1	6.0	4.9	13.7	4.9	6.2	5.9	7.0	9.7	6.7	6.8	17.4	6.8
Clerical and secretarial	25,358	5,404	3,513	815	494	335	59	44	144	19,954	15,059	2,353	1,399	549	169	29	396
Percent of staff category	100.0	21.3	13.9	3.2	1.9	1.3	0.2	0.2	0.6	78.7	59.4	9.3	5.5	2.2	0.7	0.1	1.6
Percent of total staff	10.3	4.8	3.7	10.3	10.7	13.5	9.6	20.9	3.6	15.1	13.9	21.8	26.7	20.5	23.3	16.9	9.4
Skilled craft/man	791	437	365	37	13	7	5	3	7	354	286	28	34	5	1	0	0
Percent of staff category	100.0	55.2	46.1	4.7	1.6	0.9	0.6	0.4	0.9	44.8	36.2	3.5	4.3	0.6	0.1	0.0	0.0
Percent of total staff	0.3	0.4	0.4	0.5	0.3	0.3	0.8	1.4	0.2	0.3	0.3	0.3	0.6	0.2	0.1	0.0	0.0
Service/Maintenance	8,539	5,288	3,198	1,429	398	56	59	7	141	3,251	2,147	649	217	38	25	9	166
Percent of staff category	100.0	61.9	37.5	16.7	4.7	0.7	0.7	0.1	1.7	38.1	25.1	7.6	2.5	0.4	0.3	0.1	1.9
Percent of total staff	3.5	4.6	3.4	18.1	8.6	2.3	9.6	3.3	3.5	2.5	2.0	6.0	4.1	1.4	3.4	5.2	3.9

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993

Table B-6c1. Number and percent distribution of part-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	245,742	202,089	18,658	9,867	5,149	1,339	383	8,257
Percent of staff category	100.0	82.2	7.6	4.0	2.1	0.5	0.2	3.4
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	1,481	1,254	110	44	58	5	0	10
Percent of staff category	0.6	0.6	0.6	0.4	1.1	0.4	0.0	0.1
Percent of total staff	100.0	84.7	7.4	3.0	3.9	0.3	0.0	0.7
Faculty	185,295	157,210	10,683	6,075	3,525	874	219	6,709
Percent of staff category	100.0	84.8	5.8	3.3	1.9	0.5	0.1	3.6
Percent of total staff	75.4	77.8	57.3	61.6	68.5	65.3	57.2	81.3
Inst/Res Asst/Med Int	3,023	2,454	323	100	55	15	0	76
Percent of staff category	100.0	81.2	10.7	3.3	1.8	0.5	0.0	2.5
Percent of total staff	1.2	1.2	1.7	1.0	1.1	1.1	0.0	0.9
Professional (support/staff)	8,755	6,998	1,030	347	193	48	13	126
Percent of staff category	100.0	79.9	11.8	4.0	2.2	0.5	0.1	1.4
Percent of total staff	3.6	3.5	5.5	3.5	3.7	3.6	3.4	1.5
Technical/Paraprofessional	12,500	9,605	1,201	746	328	79	59	482
Percent of staff category	100.0	76.8	9.6	6.0	2.6	0.6	0.5	3.9
Percent of total staff	5.1	4.8	6.4	7.6	6.4	5.9	15.4	5.8
Clerical and secretarial	25,358	18,572	3,168	1,893	884	228	73	540
Percent of staff category	100.0	73.2	12.5	7.5	3.5	0.9	0.3	2.1
Percent of total staff	10.3	9.2	17.0	19.2	17.2	17.0	19.1	6.5
Skilled craftsman	791	651	65	47	12	5	3	7
Percent of staff category	100.0	82.3	8.2	5.9	1.5	0.6	0.4	0.9
Percent of total staff	0.3	0.3	0.3	0.5	0.2	0.4	0.8	0.1
Service/Maintenance	8,539	5,345	2,078	615	94	84	16	307
Percent of staff category	100.0	62.6	24.3	7.2	1.1	1.0	0.2	3.6
Percent of total staff	3.5	2.6	11.1	6.2	1.8	6.3	4.2	3.7

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff " survey, 1993.

Table B-6d. Number and percent distribution of part-time employees in public institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	606,093	462,550	39,996	21,253	25,053	2,958	39,287	14,996
Percent of staff category	100.0	76.3	6.6	3.5	4.1	0.5	6.5	2.5
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	3,220	2,809	186	72	101	14	18	20
Percent of staff category	100.0	87.2	5.8	2.2	3.1	0.4	0.6	0.6
Percent of total staff	0.5	0.6	0.5	0.3	0.4	0.5	0.0	0.1
Faculty	267,686	223,923	15,124	8,326	6,712	1,237	3,304	9,060
Percent of staff category	100.0	83.7	5.6	3.1	2.5	0.5	1.2	3.4
Percent of total staff	44.2	48.4	37.8	39.2	26.8	41.8	8.4	60.4
Inst/Res Asst/Med Int	173,678	113,600	5,966	4,547	12,616	610	32,966	3,373
Percent of staff category	100.0	65.4	3.4	2.6	7.3	0.4	19.0	1.9
Percent of total staff	28.7	24.6	14.9	21.4	50.4	20.6	83.9	22.5
Professional (support/service)	47,274	38,904	3,093	1,180	1,724	245	1,514	614
Percent of staff category	100.0	82.3	6.5	2.5	3.6	0.5	3.2	1.3
Percent of total staff	7.8	8.4	7.7	5.6	6.9	8.3	3.9	4.1
Technical/Paraprofessional	32,062	24,387	3,327	1,778	1,321	194	400	655
Percent of staff category	100.0	76.1	10.4	5.5	4.1	0.6	1.2	2.0
Percent of total staff	5.3	5.3	8.3	8.4	5.3	6.6	1.0	4.4
Clerical and secretarial	56,562	41,573	7,010	3,944	2,144	415	745	731
Percent of staff category	100.0	73.5	12.4	7.0	3.8	0.7	1.3	1.3
Percent of total staff	9.3	9.0	17.5	18.6	8.6	14.0	1.9	4.9
Skilled craftsman	2,162	1,643	222	110	48	21	38	80
Percent of staff category	100.0	76.0	10.3	5.1	2.2	1.0	1.8	3.7
Percent of total staff	0.4	0.4	0.6	0.5	0.2	0.7	0.1	0.5
Service/Maintenance	23,449	15,711	5,068	1,296	387	222	302	463
Percent of staff category	100.0	67.0	21.6	5.5	1.7	0.9	1.3	2.0
Percent of total staff	3.9	3.4	12.7	6.1	1.5	7.5	0.8	3.1

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-6e. Number and percent distribution of part-time employees in private institutions of higher education, by primary occupation and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Part time total	213,009	167,137	15,485	5,777	8,744	428	7,160	8,278
Percent of staff category	100.0	78.5	7.3	2.7	4.1	0.2	3.4	3.9
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	2,621	2,277	201	63	51	5	15	9
Percent of staff category	100.0	86.9	7.7	2.4	1.9	0.2	0.6	0.3
Percent of total staff	1.2	1.4	1.3	1.1	0.6	1.2	0.2	0.1
Faculty	102,082	86,348	4,390	1,910	3,308	173	745	5,208
Percent of staff category	100.0	84.6	4.3	1.9	3.2	0.2	0.7	5.1
Percent of total staff	47.9	51.7	28.4	33.1	37.8	40.4	10.4	62.9
Inst/Res Asst/Med Int	29,141	17,642	1,521	698	2,216	67	4,785	2,212
Percent of staff category	100.0	60.5	5.2	2.4	7.6	0.2	16.4	7.6
Percent of total staff	13.7	10.6	9.8	12.1	25.3	15.7	66.8	26.7
Professional (support/staff)	22,491	18,789	1,583	589	844	32	466	188
Percent of staff category	100.0	83.5	7.0	2.6	3.8	0.1	2.1	0.8
Percent of total staff	10.6	11.2	10.2	10.2	9.7	7.5	6.5	2.3
Technical/Paraprofessional	9,079	6,755	1,006	382	511	27	213	185
Percent of staff category	100.0	74.4	11.1	4.2	5.6	0.3	2.3	2.0
Percent of total staff	4.3	4.0	6.5	6.6	5.8	6.3	3.0	2.2
Clerical and secretarial	29,517	23,440	2,860	1,045	1,313	60	454	345
Percent of staff category	100.0	79.4	9.7	3.5	4.4	0.2	1.5	1.2
Percent of total staff	13.9	14.0	18.5	18.1	15.0	14.0	6.3	4.2
Skilled craftsman	977	851	69	27	15	3	10	2
Percent of staff category	100.0	87.1	7.1	2.8	1.5	0.3	1.0	0.2
Percent of total staff	0.5	0.5	0.4	0.5	0.2	0.7	0.1	0.0
Service/Maintenance	17,101	11,035	3,855	1,063	486	61	472	129
Percent of staff category	100.0	64.5	22.5	6.2	2.8	0.4	2.8	0.8
Percent of total staff	8.0	6.6	24.9	18.4	5.6	14.3	6.6	1.6

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals. Medians were calculated from grouped data assuming equal distribution throughout the intervals. Unbound lower and upper categories were assigned boundries. Private, nonprofit and private, for profit are combined in this table.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-7a. Number and percent distributions of full-time faculty in institutions of higher education, by rank and tenure and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1993

Faculty	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank																	
Full-time faculty total	545,706	363,430	313,278	13,385	7,459	18,943	1,237	8,355	773	182,276	155,492	12,273	4,617	6,326	760	2,474	334
Percent of staff category	100.0	66.6	57.4	2.5	1.4	3.5	0.2	1.5	0.1	33.4	28.5	2.2	0.8	1.2	0.1	0.5	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	157,253	130,574	118,308	2,982	1,776	6,245	283	848	132	26,679	23,540	1,544	611	788	69	94	33
Percent of staff category	100.0	83.0	75.2	1.9	1.1	4.0	0.2	0.5	0.1	17.0	15.0	1.0	0.4	0.5	0.0	0.1	0.0
Percent of total staff	28.8	35.9	37.8	22.3	23.8	33.0	22.9	10.1	17.1	14.6	15.1	12.6	13.2	12.5	9.1	3.8	9.9
Associate professors	120,696	84,506	74,191	3,089	1,590	4,367	193	942	134	36,190	31,826	2,237	701	1,104	90	197	35
Percent of staff category	100.0	70.0	61.5	2.6	1.3	3.6	0.2	0.8	0.1	30.0	26.4	1.9	0.6	0.9	0.1	0.2	0.0
Percent of total staff	22.1	23.3	23.7	23.1	21.3	23.1	15.6	11.3	17.3	19.9	20.5	18.2	15.2	17.5	11.8	8.0	10.5
Assistant professors	129,159	74,822	59,709	3,801	1,951	5,277	208	3,628	248	54,337	45,382	3,885	1,436	2,309	223	974	128
Percent of staff category	100.0	57.9	46.2	2.9	1.5	4.1	0.2	2.8	0.2	42.1	35.1	3.0	1.1	1.8	0.2	0.8	0.1
Percent of total staff	23.7	20.6	19.1	28.4	26.2	27.9	16.8	43.4	32.1	29.8	29.2	31.7	31.1	36.5	29.3	39.4	38.3
Instructors	67,700	34,343	28,768	2,094	1,214	1,136	394	582	155	33,357	28,132	2,618	1,046	1,007	216	270	68
Percent of staff category	100.0	50.7	42.5	3.1	1.8	1.7	0.6	0.9	0.2	49.3	41.6	3.9	1.5	1.5	0.3	0.4	0.1
Percent of total staff	12.4	9.4	9.2	15.6	16.3	6.0	31.9	7.0	20.1	18.3	18.1	21.3	22.7	15.9	28.4	10.9	20.4
Lecturers	13,714	6,669	5,503	377	190	254	29	321	15	7,025	5,789	462	228	303	27	206	10
Percent of staff category	100.0	48.8	40.1	2.7	1.4	1.9	0.2	2.3	0.1	51.2	42.2	3.4	1.7	2.2	0.2	1.5	0.1
Percent of total staff	2.5	1.8	1.8	2.8	2.5	1.3	2.3	3.8	1.9	3.9	3.7	3.8	4.9	4.8	3.6	8.3	3.0
Other faculty	57,184	32,496	26,799	1,042	738	1,664	130	2,034	89	24,688	20,823	1,527	595	815	135	733	60
Percent of staff category	100.0	56.8	46.9	1.8	1.3	2.9	0.2	3.6	0.2	43.2	36.4	2.7	1.0	1.4	0.2	1.3	0.1
Percent of total staff	10.5	8.9	8.6	7.8	9.9	8.8	10.5	24.3	11.5	13.5	13.4	12.4	12.9	12.9	17.8	29.6	18.0
Tenure status																	
Full-time faculty total	545,706	363,430	313,278	13,385	7,459	18,943	1,237	8,355	773	182,276	155,492	12,273	4,617	6,326	760	2,474	334
Percent of staff category	100.0	66.6	57.4	2.5	1.4	3.5	0.2	1.5	0.1	33.4	28.5	2.2	0.8	1.2	0.1	0.5	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	279,424	210,519	189,393	6,006	3,710	9,471	544	1,175	220	68,905	60,281	4,495	1,724	1,963	213	178	51
Percent of staff category	100.0	75.3	67.8	2.1	1.3	3.4	0.2	0.4	0.1	24.7	21.6	1.6	0.6	0.7	0.1	0.1	0.0
Percent of total staff	51.2	57.9	60.5	44.9	49.7	50.0	44.0	14.1	28.5	37.8	38.8	36.6	37.3	31.0	28.0	7.2	15.3
Nontenured on track	114,278	67,248	53,747	3,536	1,946	4,839	221	2,691	268	47,030	39,387	3,367	1,339	1,840	225	742	130
Percent of staff category	100.0	58.8	47.0	3.1	1.7	4.2	0.2	2.4	0.2	41.2	34.5	2.9	1.2	1.6	0.2	0.6	0.1
Percent of total staff	20.9	18.5	17.2	26.4	26.1	25.5	17.9	32.2	34.7	25.8	25.3	27.4	29.0	29.1	29.6	30.0	38.9
Other faculty	152,004	85,663	70,138	3,843	1,803	4,633	472	4,489	285	66,341	55,824	4,411	1,554	2,523	322	1,554	153
Percent of staff category	100.0	56.4	46.1	2.5	1.2	3.0	0.3	3.0	0.2	43.6	36.7	2.9	1.0	1.7	0.2	1.0	0.1
Percent of total staff	27.9	23.6	22.4	28.7	24.2	24.5	38.2	53.7	36.9	36.4	35.9	35.9	33.7	39.9	42.4	62.8	45.8

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-7a1. Number and percent distribution of full-time faculty in institutions of higher education, by rank and tenure and by race/ethnicity: 50 states and the District of Columbia, fall 1993

Faculty	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank								
Full-time faculty total	545,706	468,770	25,658	12,076	25,269	1,997	10,829	1,107
Percent of staff category	100.0	85.9	4.7	2.2	4.6	0.4	2.0	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	157,253	141,848	4,526	2,387	7,033	352	942	165
Percent of staff category	100.0	90.2	2.9	1.5	4.5	0.2	0.6	0.1
Percent of total staff	28.8	30.3	17.6	19.8	27.8	17.6	8.7	14.9
Associate professors	120,696	106,017	5,326	2,291	5,471	283	1,139	169
Percent of staff category	100.0	87.8	4.4	1.9	4.5	0.2	0.9	0.1
Percent of total staff	22.1	22.6	20.8	19.0	21.7	14.2	10.5	15.3
Assistant professors	129,159	105,091	7,686	3,387	7,586	431	4,602	376
Percent of staff category	100.0	81.4	6.0	2.6	5.9	0.3	3.6	0.3
Percent of total staff	23.7	22.4	30.0	28.0	30.0	21.6	42.5	34.0
Instructors	67,700	56,900	4,712	2,260	2,143	610	852	223
Percent of staff category	100.0	84.0	7.0	3.3	3.2	0.9	1.3	0.3
Percent of total staff	12.4	12.1	18.4	18.7	8.5	30.5	7.9	20.1
Lecturers	13,714	11,292	839	418	557	56	527	25
Percent of staff category	100.0	82.3	6.1	3.0	4.1	0.4	3.8	0.2
Percent of total staff	2.5	2.4	3.3	3.5	2.2	2.8	4.9	2.3
Other faculty	57,184	47,622	2,569	1,333	2,479	265	2,767	149
Percent of staff category	100.0	83.3	4.5	2.3	4.3	0.5	4.8	0.3
Percent of total staff	10.5	10.2	10.0	11.0	9.8	13.3	25.6	13.5
Tenure status								
Full-time faculty total	545,706	468,770	25,658	12,076	25,269	1,997	10,829	1,107
Percent of staff category	100.0	85.9	4.7	2.2	4.6	0.4	2.0	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	279,424	249,674	10,501	5,434	11,434	757	1,353	271
Percent of staff category	100.0	89.4	3.8	1.9	4.1	0.3	0.5	0.1
Percent of total staff	51.2	53.3	40.9	45.0	45.2	37.9	12.5	24.5
Nontenured on track	114,278	93,134	6,903	3,285	6,679	446	3,433	398
Percent of staff category	100.0	81.5	6.0	2.9	5.8	0.4	3.0	0.3
Percent of total staff	20.9	19.9	26.9	27.2	26.4	22.3	31.7	36.0
Other faculty	152,004	125,962	8,254	3,357	7,156	794	6,043	438
Percent of staff category	100.0	82.9	5.4	2.2	4.7	0.5	4.0	0.3
Percent of total staff	27.9	26.9	32.2	27.8	28.3	39.8	55.8	39.6

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-7b. Number and percent distribution of full-time faculty in 4-year institutions of higher education, by rank and tenure and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1993

Faculty	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank																	
Full-time faculty total	441 496	306 327	262 402	10 781	5 763	17 784	741	8 256	600	135 169	114 694	8 640	3 294	5 376	477	2 434	254
Percent of staff category	100 0	69 4	59 4	2 4	1 3	4 0	0 2	1 9	0 1	30 6	26 0	2 0	0 7	1 2	0 1	0 6	0 1
Percent of total staff	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0
Professors	141 638	120 616	109 032	2 662	1 640	6 085	235	841	121	21 022	18 629	1 020	502	713	47	94	17
Percent of staff category	100 0	85 2	77 0	1 9	1 2	4 3	0 2	0 6	0 1	14 8	13 2	0 7	0 4	0 5	0 0	0 1	0 0
Percent of total staff	32 1	39 4	41 6	24 7	28 5	34 2	31 7	10 2	20 2	15 6	16 2	11 8	15 2	13 3	9 9	3 9	6 7
Associate professors	111 238	79 414	69 581	2 825	1 499	4 268	179	929	133	31 824	27 936	1 909	632	1 041	78	193	35
Percent of staff category	100 0	71 4	62 6	2 5	1 3	3 8	0 2	0 8	0 1	28 6	25 1	1 7	0 6	0 9	0 1	0 2	0 0
Percent of total staff	25 2	25 9	26 5	26 2	26 0	24 0	24 2	11 3	22 2	23 5	24 4	22 1	19 2	19 4	16 4	7 9	13 8
Assistant professors	119 223	70 170	55 609	3 529	1 850	5 155	193	3 597	237	49 053	40 740	3 464	1 336	2 222	203	966	122
Percent of staff category	100 0	58 9	46 6	3 0	1 6	4 3	0 2	3 0	0 2	41 1	34 2	2 9	1 1	1 9	0 2	0 8	0 1
Percent of total staff	27 0	22 9	21 2	32 7	32 1	29 0	26 0	43 6	39 5	36 3	35 5	40 1	40 6	41 3	42 6	39 7	48 0
Instructors	27 939	12 569	10 053	939	322	585	65	552	53	15 370	12 883	1 285	371	464	71	258	38
Percent of staff category	100 0	45 0	36 0	3 4	1 2	2 1	0 2	2 0	0 2	55 0	46 1	4 6	1 3	1 7	0 3	0 9	0 1
Percent of total staff	6 3	4 1	3 8	8 7	5 6	3 3	8 8	6 7	8 8	11 4	11 2	14 9	11 3	8 6	14 9	10 6	15 0
Lecturers	12 971	6 375	5 243	358	169	245	27	319	14	6 596	5 447	416	195	296	27	205	10
Percent of staff category	100 0	49 1	40 4	2 8	1 3	1 9	0 2	2 5	0 1	50 9	42 0	3 2	1 5	2 3	0 2	1 6	0 1
Percent of total staff	2 9	2 1	2 0	3 3	2 9	1 4	3 6	3 9	2 3	4 9	4 7	4 8	5 9	5 5	5 7	8 4	3 9
Other faculty	28 487	17 183	12 884	468	283	1 446	42	2 018	42	11 304	9 059	546	258	640	51	718	32
Percent of staff category	100 0	60 3	45 2	1 6	1 0	5 1	0 1	7 1	0 1	39 7	31 8	1 9	0 9	2 2	0 2	2 5	0 1
Percent of total staff	6 5	5 6	4 9	4 3	4 9	8 1	5 7	24 4	7 0	8 4	7 9	6 3	7 8	11 9	10 7	29 5	12 6
Tenure status																	
Full-time faculty total	441 496	306 327	262 402	10 781	5 763	17 784	741	8 256	600	135 169	114 694	8 640	3 294	5 376	477	2 434	254
Percent of staff category	100 0	69 4	59 4	2 4	1 3	4 0	0 2	1 9	0 1	30 6	26 0	2 0	0 7	1 2	0 1	0 6	0 1
Percent of total staff	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0	100 0
Tenured	230 615	181 213	163 205	4 737	2 729	8 841	359	1 166	176	49 402	43 753	2 868	1 041	1 412	115	175	38
Percent of staff category	100 0	78 6	70 8	2 1	1 2	3 8	0 2	0 5	0 1	21 4	19 0	1 2	0 5	0 6	0 0	0 1	0 0
Percent of total staff	52 2	59 2	62 2	43 9	47 4	49 7	48 4	14 1	29 3	36 5	38 1	33 2	31 6	26 3	24 1	7 2	15 0
Nontenured on track	101 338	61 613	49 097	3 125	1 672	4 630	187	2 650	252	39 725	33 169	2 805	1 077	1 641	186	731	116
Percent of staff category	100 0	60 8	48 4	3 1	1 6	4 6	0 2	2 6	0 2	39 2	32 7	2 8	1 1	1 6	0 2	0 7	0 1
Percent of total staff	23 0	20 1	18 7	29 0	29 0	26 0	25 2	32 1	42 0	29 4	28 9	32 5	32 7	30 5	39 0	30 0	45 7
Other faculty	109 543	63 501	50 100	2 919	1 362	4 313	195	4 440	172	46 042	37 772	2 967	1 176	2 323	176	1 528	100
Percent of staff category	100 0	58 0	45 7	2 7	1 2	3 9	0 2	4 1	0 2	42 0	34 5	2 7	1 1	2 1	0 2	1 4	0 1
Percent of total staff	24 8	20 7	19 1	27 1	23 6	24 3	26 3	53 8	28 7	34 1	32 9	34 3	35 7	43 2	36 9	62 8	39 4

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-7b1. Number and percent distribution of full-time faculty in 4-year institutions of higher education, by rank and tenure and by race/ethnicity: 50 states and the District of Columbia, fall 1993

Faculty	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank								
Full-time faculty total	441,496	377,096	19,421	9,057	23,160	1,218	10,690	854
Percent of staff category	100.0	85.4	4.4	2.1	5.2	0.3	2.4	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	141,638	127,661	3,682	2,142	6,798	282	935	138
Percent of staff category	100.0	90.1	2.6	1.5	4.8	0.2	0.7	0.1
Percent of total staff	32.1	33.9	19.0	23.7	29.4	23.2	8.7	16.2
Associate professors	111,238	97,517	4,734	2,131	5,309	257	1,122	168
Percent of staff category	100.0	87.7	4.3	1.9	4.8	0.2	1.0	0.2
Percent of total staff	25.2	25.9	24.4	23.5	22.9	21.1	10.5	19.7
Assistant professors	119,223	96,349	6,993	3,186	7,377	396	4,563	359
Percent of staff category	100.0	80.8	5.9	2.7	6.2	0.3	3.8	0.3
Percent of total staff	27.0	25.6	36.0	35.2	31.9	32.5	42.7	42.0
Instructors	27,939	22,936	2,224	693	1,049	136	810	91
Percent of staff category	100.0	82.1	8.0	2.5	3.8	0.5	2.9	0.3
Percent of total staff	6.3	6.1	11.5	7.7	4.5	11.2	7.6	10.7
Lecturers	12,971	10,690	774	364	541	54	524	24
Percent of staff category	100.0	82.4	6.0	2.8	4.2	0.4	4.0	0.2
Percent of total staff	2.9	2.8	4.0	4.0	2.3	4.4	4.9	2.8
Other faculty	28,487	21,943	1,014	541	2,086	93	2,736	74
Percent of staff category	100.0	77.0	3.6	1.9	7.3	0.3	9.6	0.3
Percent of total staff	6.5	5.8	5.2	6.0	9.0	7.6	25.6	8.7
Tenure status								
Full-time faculty total	441,496	377,096	19,421	9,057	23,160	1,218	10,690	854
Percent of staff category	100.0	85.4	4.4	2.1	5.2	0.3	2.4	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	230,615	206,958	7,605	3,770	10,253	474	1,341	214
Percent of staff category	100.0	89.7	3.3	1.6	4.4	0.2	0.6	0.1
Percent of total staff	52.2	54.9	39.2	41.6	44.3	38.9	12.5	25.1
Nontenured on track	101,338	82,266	5,930	2,749	6,271	373	3,381	368
Percent of staff category	100.0	81.2	5.9	2.7	6.2	0.4	3.3	0.4
Percent of total staff	23.0	21.8	30.5	30.4	27.1	30.6	31.6	43.1
Other faculty	109,543	87,872	5,886	2,538	6,636	371	5,968	272
Percent of staff category	100.0	80.2	5.4	2.3	6.1	0.3	5.4	0.2
Percent of total staff	24.8	23.3	30.3	28.0	28.7	30.5	55.8	31.9

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-7c. Number and percent distribution of full-time faculty in 2-year and less than 2-year institutions of higher education, by rank and tenure and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1993

Faculty	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank																	
Full-time faculty total	104,210	57,103	50,876	2,604	1,696	1,159	496	99	173	47,107	40,798	3,633	1,323	950	283	40	80
Percent of staff category	100.0	54.8	48.8	2.5	1.6	1.1	0.5	0.1	0.2	45.2	39.1	3.5	1.3	0.9	0.3	0.0	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	15,615	9,958	9,276	320	136	160	48	7	11	5,657	4,911	524	109	75	22	0	16
Percent of staff category	100.0	63.8	59.4	2.0	0.9	1.0	0.3	0.0	0.1	36.2	31.5	3.4	0.7	0.5	0.1	0.0	0.1
Percent of total staff	15.0	17.4	18.2	12.3	8.0	13.8	9.7	7.1	6.4	12.0	12.0	14.4	8.2	7.9	7.8	0.0	20.0
Associate professors	9,458	5,092	4,610	264	91	99	14	13	1	4,366	3,890	328	69	63	12	4	0
Percent of staff category	100.0	53.8	48.7	2.8	1.0	1.0	0.1	0.1	0.0	46.2	41.1	3.5	0.7	0.7	0.1	0.0	0.0
Percent of total staff	9.1	8.9	9.1	10.1	5.4	8.5	2.8	13.1	0.6	9.3	9.5	9.0	5.2	6.6	4.2	10.0	0.0
Assistant professors	9,936	4,652	4,100	272	101	122	15	31	11	5,284	4,642	421	100	87	20	8	6
Percent of staff category	100.0	46.8	41.3	2.7	1.0	1.2	0.2	0.3	0.1	53.2	46.7	4.2	1.0	0.9	0.2	0.1	0.1
Percent of total staff	9.5	8.1	8.1	10.4	6.0	10.5	3.0	31.3	6.4	11.2	11.4	11.6	7.6	9.2	7.1	20.0	7.5
Instructors	39,761	21,774	18,715	1,155	892	551	329	30	102	17,987	15,249	1,333	675	543	145	12	30
Percent of staff category	100.0	54.8	47.1	2.9	2.2	1.4	0.8	0.1	0.3	45.2	38.4	3.4	1.7	1.4	0.4	0.0	0.1
Percent of total staff	38.2	38.1	36.8	44.4	52.6	47.5	66.3	30.3	59.0	38.2	37.4	36.7	51.0	57.2	51.2	30.0	37.5
Lecturers	743	314	260	19	21	9	2	2	1	429	342	46	33	7	0	1	0
Percent of staff category	100.0	42.3	35.0	2.6	2.8	1.2	0.3	0.3	0.1	57.7	46.0	6.2	4.4	0.9	0.0	0.1	0.0
Percent of total staff	0.7	0.5	0.5	0.7	1.2	0.8	0.4	2.0	0.6	0.9	0.8	1.3	2.5	0.7	0.0	2.5	0.0
Other faculty	28,697	15,313	13,915	574	455	218	88	16	47	13,384	11,764	981	337	175	84	15	28
Percent of staff category	100.0	53.4	48.5	2.0	1.6	0.8	0.3	0.1	0.2	46.6	41.0	3.4	1.2	0.6	0.3	0.1	0.1
Percent of total staff	27.5	26.8	27.4	22.0	26.8	18.8	17.7	16.2	27.2	28.4	28.8	27.0	25.5	18.4	29.7	37.5	35.0
Tenure status																	
Full-time faculty total	104,210	57,103	50,876	2,604	1,696	1,159	496	99	173	47,107	40,798	3,633	1,323	950	283	40	80
Percent of staff category	100.0	54.8	48.8	2.5	1.6	1.1	0.5	0.1	0.2	45.2	39.1	3.5	1.3	0.9	0.3	0.0	0.1
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	48,809	29,306	26,188	1,269	981	630	185	9	44	19,503	16,528	1,627	683	551	98	3	13
Percent of staff category	100.0	60.0	53.7	2.6	2.0	1.3	0.4	0.0	0.1	40.0	33.9	3.3	1.4	1.1	0.2	0.0	0.0
Percent of total staff	46.8	51.3	51.5	48.7	57.8	54.4	37.3	9.1	25.4	41.4	40.5	44.8	51.6	58.0	34.6	7.5	16.3
Nontenured on track	12,940	5,635	4,650	411	274	209	34	41	16	7,305	6,218	562	262	199	39	11	14
Percent of staff category	100.0	43.5	35.9	3.2	2.1	1.6	0.3	0.3	0.1	56.5	48.1	4.3	2.0	1.5	0.3	0.1	0.1
Percent of total staff	12.4	9.9	9.1	15.8	16.2	18.0	6.9	41.4	9.2	15.5	15.2	15.5	19.8	20.9	13.8	27.5	17.5
Other faculty	42,461	22,162	20,038	924	441	320	277	49	113	20,299	18,052	1,444	378	200	146	26	53
Percent of staff category	100.0	52.2	47.2	2.2	1.0	0.8	0.7	0.1	0.3	47.8	42.5	3.4	0.9	0.5	0.3	0.1	0.1
Percent of total staff	40.7	38.8	39.4	35.5	26.0	27.6	55.8	49.5	65.3	43.1	44.2	39.7	28.6	21.1	51.6	65.0	66.3

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-7c1. Number and percent distribution of full-time faculty in 2-year and less than 2-year institutions of higher education, by rank and tenure and by race/ethnicity: 50 states and the District of Columbia, fall 1993

Faculty	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
Rank								
Full-time faculty total	104,210	91,674	6,237	3,019	2,109	779	139	253
Percent of staff category	100.0	88.0	6.0	2.9	2.0	0.7	0.1	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Professors	15,615	14,187	844	245	235	70	7	27
Percent of staff category	100.0	90.9	5.4	1.6	1.5	0.4	*	0.2
Percent of total staff	15.0	15.5	13.5	8.1	11.1	9.0	5.0	10.7
Associate professors	9,458	8,500	592	160	162	26	17	1
Percent of staff category	100.0	89.9	6.3	1.7	1.7	0.3	0.2	*
Percent of total staff	9.1	9.3	9.5	5.3	7.7	3.3	12.2	0.4
Assistant professors	9,936	8,742	693	201	209	35	39	17
Percent of staff category	100.0	88.0	7.0	2.0	2.1	0.4	0.4	0.2
Percent of total staff	9.5	9.5	11.1	6.7	9.9	4.5	28.1	6.7
Instructors	39,761	33,964	2,488	1,567	1,094	474	42	132
Percent of staff category	100.0	85.4	6.3	3.9	2.8	1.2	0.1	0.3
Percent of total staff	38.2	37.0	39.9	51.9	51.9	60.8	30.2	52.2
Lecturers	743	602	65	54	16	2	3	1
Percent of staff category	100.0	81.0	8.7	7.3	2.2	0.3	0.4	0.1
Percent of total staff	0.7	0.7	1.0	1.8	0.8	0.3	2.2	0.4
Other faculty	28,697	25,679	1,555	792	393	172	31	75
Percent of staff category	100.0	89.5	5.4	2.8	1.4	0.6	0.1	0.3
Percent of total staff	27.5	28.0	24.9	26.2	18.6	22.1	22.3	29.6
Tenure status								
Full-time faculty total	104,210	91,674	6,237	3,019	2,109	779	139	253
Percent of staff category	100.0	88.0	6.0	2.9	2.0	0.7	0.1	0.2
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Tenured	48,809	42,716	2,896	1,664	1,181	283	12	57
Percent of staff category	100.0	87.5	5.9	3.4	2.4	0.6	*	0.1
Percent of total staff	46.8	46.6	46.4	55.1	56.0	36.3	8.6	22.5
Nontenured on track	12,940	10,868	973	536	408	73	52	30
Percent of staff category	100.0	84.0	7.5	4.1	3.2	0.6	0.4	0.2
Percent of total staff	12.4	11.9	15.6	17.8	19.3	9.4	37.4	11.9
Other faculty	42,461	38,090	2,368	819	520	423	75	166
Percent of staff category	100.0	89.7	5.6	1.9	1.2	1.0	0.2	0.4
Percent of total staff	40.7	41.5	38.0	27.1	24.7	54.3	54.0	65.6

*Less than .05 percent

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-8a. Number and percent distribution of newly hired full-time employees in institutions of higher education, by primary occupation and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	99,763	45,177	33,039	5,009	1,979	2,288	272	2,226	364	54,586	41,480	7,004	2,406	2,063	369	970	294
Percent of staff category	100.0	45.3	33.1	5.0	2.0	2.3	0.3	2.2	0.4	54.7	41.6	7.0	2.4	2.1	0.4	1.0	0.3
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	5,415	2,895	2,398	322	97	41	22	9	6	2,520	2,079	275	85	48	20	1	12
Percent of staff category	100.0	53.5	44.3	5.9	1.8	0.8	0.4	0.2	0.1	46.5	38.4	5.1	1.6	0.9	0.4	0.0	0.2
Percent of total staff	5.4	6.4	7.3	6.4	4.9	1.8	8.1	0.4	1.6	4.6	5.0	3.9	3.5	2.3	5.4	0.1	4.1
Tenured faculty	2,287	1,470	1,265	63	35	72	2	19	14	817	689	70	23	22	2	5	6
Percent of staff category	100.0	64.3	55.3	2.8	1.5	3.1	0.1	0.8	0.6	35.7	30.1	3.1	1.0	1.0	0.1	0.2	0.3
Percent of total staff	2.3	3.3	3.8	1.3	1.8	3.1	0.7	0.9	3.8	1.5	1.7	1.0	1.0	1.1	0.5	0.5	2.0
Nontenured on track	14,552	8,136	6,371	506	277	505	33	375	69	6,416	5,168	508	223	302	27	147	41
Percent of staff category	100.0	55.9	43.8	3.5	1.9	3.5	0.2	2.6	0.5	44.1	35.5	3.5	1.5	2.1	0.2	1.0	0.3
Percent of total staff	14.6	18.0	19.3	10.1	14.0	22.1	12.1	16.8	19.0	11.8	12.5	7.3	9.3	14.6	7.3	15.2	13.9
Other faculty	17,718	9,427	7,181	487	268	594	41	778	78	8,291	6,745	556	255	343	51	285	56
Percent of staff category	100.0	53.2	40.5	2.7	1.5	3.4	0.2	4.4	0.4	46.8	38.1	3.1	1.4	1.9	0.3	1.6	0.3
Percent of total staff	17.8	20.9	21.7	9.7	13.5	26.0	15.1	35.0	21.4	15.2	16.3	7.9	10.6	16.6	13.8	29.4	19.0
Professional (support/service)	23,555	10,279	7,420	858	368	671	56	839	67	13,276	10,269	1,405	423	693	71	343	72
Percent of staff category	100.0	43.6	31.5	3.6	1.6	2.8	0.2	3.6	0.3	56.4	43.6	6.0	1.8	2.9	0.3	1.5	0.3
Percent of total staff	23.6	22.8	22.5	17.1	18.6	29.3	20.6	37.7	18.4	24.3	24.8	20.1	17.6	33.6	19.2	35.4	24.5
Technical/Paraprofessional	9,080	3,643	2,616	412	173	212	17	161	52	5,437	3,849	844	278	296	26	122	22
Percent of staff category	100.0	40.1	28.8	4.5	1.9	2.3	0.2	1.8	0.6	59.9	42.4	9.3	3.1	3.3	0.3	1.3	0.2
Percent of total staff	9.1	8.1	7.9	8.2	8.7	9.3	6.3	7.2	14.3	10.0	9.3	12.1	11.6	14.3	7.0	12.6	7.5
Clerical and secretarial	16,738	2,042	1,426	342	160	70	14	16	14	14,696	10,993	2,334	861	296	103	48	61
Percent of staff category	100.0	12.2	8.5	2.0	1.0	0.4	0.1	0.1	0.1	87.8	65.7	13.9	5.1	1.8	0.6	0.3	0.4
Percent of total staff	16.8	4.5	4.3	6.8	8.1	3.1	5.1	0.7	3.8	26.9	26.5	33.3	35.8	14.3	27.9	4.9	20.7
Skilled craftsman	1,504	1,346	1,062	157	70	19	22	4	12	158	115	25	12	0	1	2	3
Percent of staff category	100.0	89.5	70.6	10.4	4.7	1.3	1.5	0.3	0.8	10.5	7.6	1.7	0.8	0.0	0.1	0.1	0.2
Percent of total staff	1.5	3.0	3.2	3.1	3.5	0.8	8.1	0.2	3.3	0.3	0.3	0.4	0.5	0.0	0.3	0.2	1.0
Service/Maintenance	8,914	5,939	3,300	1,862	531	104	65	25	52	2,975	1,573	987	246	63	68	17	21
Percent of staff category	100.0	66.6	37.0	20.9	6.0	1.2	0.7	0.3	0.6	33.4	17.6	11.1	2.8	0.7	0.8	0.2	0.2
Percent of total staff	8.9	13.1	10.0	37.2	26.8	4.5	23.9	1.1	14.3	5.5	3.8	14.1	10.2	3.1	18.4	1.8	7.1

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993

Table B-8a1. Number and percent distribution of newly hired full-time employees in institutions of higher education, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	99,763	74,519	12,013	4,385	4,351	641	3,196	658
Percent of staff category	100.0	74.7	12.0	4.4	4.4	0.6	3.2	0.7
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	5,415	4,477	597	182	89	42	10	18
Percent of staff category	100.0	82.7	11.0	3.4	1.6	0.8	0.2	0.3
Percent of total staff	5.4	6.0	5.0	4.2	2.0	6.6	0.3	2.7
Tenured faculty	2,287	1,954	133	58	94	4	24	20
Percent of staff category	100.0	85.4	5.8	2.5	4.1	0.2	1.0	0.9
Percent of total staff	2.3	2.6	1.1	1.3	2.2	0.6	0.8	3.0
Nontenured on track	14,552	11,539	1,014	500	807	60	522	110
Percent of staff category	100.0	79.3	7.0	3.4	5.5	0.4	3.6	0.8
Percent of total staff	14.6	15.5	8.4	11.4	18.5	9.4	16.3	16.7
Other faculty	17,718	13,926	1,043	523	937	92	1,063	134
Percent of staff category	100.0	78.6	5.9	3.0	5.3	0.5	6.0	0.8
Percent of total staff	17.8	18.7	8.7	11.9	21.5	14.4	33.3	20.4
Professional (support/service)	23,555	17,689	2,263	791	1,364	127	1,182	139
Percent of staff category	100.0	75.1	9.6	3.4	5.8	0.5	5.0	0.6
Percent of total staff	23.6	23.7	18.8	18.0	31.3	19.8	37.0	21.1
Technical/Paraprofessional	9,080	6,465	1,256	451	508	43	283	74
Percent of staff category	100.0	71.2	13.8	5.0	5.6	0.5	3.1	0.8
Percent of total staff	9.1	8.7	10.5	10.3	11.7	6.7	8.9	11.2
Clerical and secretarial	16,738	12,419	2,676	1,021	366	117	64	75
Percent of staff category	100.0	74.2	16.0	6.1	2.2	0.7	0.4	0.4
Percent of total staff	16.8	16.7	22.3	23.3	8.4	18.3	2.0	11.4
Skilled craftsman	1,504	1,177	182	82	19	23	6	15
Percent of staff category	100.0	78.3	12.1	5.5	1.3	1.5	0.4	1.0
Percent of total staff	1.5	1.6	1.5	1.9	0.4	3.6	0.2	2.3
Service/Maintenance	8,914	4,873	2,849	777	167	133	42	73
Percent of staff category	100.0	54.7	32.0	8.7	1.9	1.5	0.5	0.8
Percent of total staff	8.9	6.5	23.7	17.7	3.8	20.7	1.3	11.1

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-8b. Number and percent distribution of newly hired full-time employees in 4-year institutions of higher education, by primary occupation and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	85,083	39,059	28,303	4,303	1,621	2,113	199	2,202	318	46,024	34,589	6,096	1,972	1,909	273	953	232
Percent of staff category	100.0	45.9	33.3	5.1	1.9	2.5	0.2	2.6	0.4	54.1	40.7	7.2	2.3	2.2	0.3	1.1	0.3
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	4,483	2,388	1,993	266	78	31	8	9	3	2,075	1,719	234	61	44	6	1	10
Percent of staff category	100.0	53.5	44.7	6.0	1.7	0.7	0.2	0.2	0.1	46.5	38.5	5.2	1.4	1.0	0.1	0.0	0.2
Percent of total staff	5.2	6.1	7.0	6.2	4.8	1.5	4.0	0.4	0.9	4.5	5.0	3.8	3.1	2.3	2.2	0.1	4.3
Tenured faculty	1,636	1,153	976	53	28	63	1	19	13	483	393	44	14	21	0	5	6
Percent of staff category	100.0	70.5	59.7	3.2	1.7	3.9	0.1	1.2	0.8	29.5	24.0	2.7	0.9	1.3	0.0	0.3	0.4
Percent of total staff	1.9	3.0	3.4	1.2	1.7	3.0	0.5	0.9	4.1	1.0	1.1	0.7	0.7	1.1	0.0	0.5	2.6
Nontenured on track	12,302	7,093	5,517	428	229	464	28	367	60	5,209	4,162	411	175	253	22	143	33
Percent of staff category	100.0	57.7	44.8	3.5	1.9	3.8	0.2	3.0	0.5	42.3	33.8	3.3	1.4	2.1	0.2	1.2	0.3
Percent of total staff	14.5	18.2	19.5	9.9	14.1	22.0	14.1	16.7	18.9	11.3	12.0	6.7	8.9	13.3	8.1	15.0	14.2
Other faculty	14,644	8,055	6,006	403	233	549	27	768	69	6,589	5,286	418	214	317	37	280	37
Percent of staff category	100.0	55.0	41.0	2.8	1.6	3.7	0.2	5.2	0.5	45.0	36.1	2.9	1.5	2.2	0.3	1.9	0.3
Percent of total staff	17.2	20.6	21.2	9.4	14.4	26.0	13.6	34.9	21.7	14.3	15.3	6.9	10.9	16.6	13.6	29.4	15.9
Professional (support/service)	21,535	9,448	6,755	772	324	654	47	836	60	12,087	9,322	1,265	364	674	56	340	66
Percent of staff category	100.0	43.9	31.4	3.6	1.5	3.0	0.2	3.9	0.3	56.1	43.3	5.9	1.7	3.1	0.3	1.6	0.3
Percent of total staff	25.3	24.2	23.9	17.9	20.0	31.0	23.6	38.0	18.9	26.3	27.0	20.8	18.5	35.3	20.5	35.7	28.4
Technical/Paraprofessional	7,849	3,174	2,256	359	144	191	16	160	48	4,675	3,243	756	230	285	23	122	16
Percent of staff category	100.0	40.4	28.7	4.6	1.8	2.4	0.2	2.0	0.6	59.6	41.3	9.6	2.9	3.6	0.3	1.6	0.2
Percent of total staff	9.2	8.1	8.0	8.3	8.9	9.0	8.0	7.3	15.1	10.2	9.4	12.4	11.7	14.9	8.4	12.8	6.9
Clerical and secretarial	13,973	1,797	1,256	309	130	65	10	16	11	12,176	9,032	2,041	694	250	75	43	41
Percent of staff category	100.0	12.9	9.0	2.2	0.9	0.5	0.1	0.1	0.1	87.1	64.6	14.6	5.0	1.8	0.5	0.3	0.3
Percent of total staff	16.4	4.6	4.4	7.2	8.0	3.1	5.0	0.7	3.5	26.5	26.1	33.5	35.2	13.1	27.5	4.5	17.7
Skilled craftsman	1,224	1,105	862	137	57	17	20	3	9	119	79	22	12	0	1	2	3
Percent of staff category	100.0	90.3	70.4	11.2	4.7	1.4	1.6	0.2	0.7	9.7	6.5	1.8	1.0	0.0	0.1	0.2	0.2
Percent of total staff	1.4	2.8	3.0	3.2	3.5	0.8	10.1	0.1	2.8	0.3	0.2	0.4	0.6	0.0	0.4	0.2	1.3
Service/Maintenance	7,457	4,846	2,682	1,576	398	79	42	24	45	2,611	1,353	905	208	55	53	17	20
Percent of staff category	100.0	65.0	36.0	21.1	5.3	1.1	0.6	0.3	0.6	35.0	18.1	12.1	2.8	0.7	0.7	0.2	0.3
Percent of total staff	8.8	12.4	9.5	36.6	24.6	3.7	21.1	1.1	14.2	5.7	3.9	14.8	10.5	2.9	19.4	1.8	8.6

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-8b1. Number and percent distribution of newly hired full-time employees in 4-year institutions of higher education, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	85,083	62,892	10,399	3,593	4,022	472	3,155	550
Percent of staff category	100.0	73.9	12.2	4.2	4.7	0.6	3.7	0.6
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	4,463	3,712	500	139	75	14	10	13
Percent of staff category	100.0	83.2	11.2	3.1	1.7	0.3	0.2	0.3
Percent of total staff	5.2	5.9	4.8	3.9	1.9	3.0	0.3	2.4
Tenured faculty	1,636	1,369	97	42	84	1	24	19
Percent of staff category	100.0	83.7	5.9	2.6	5.1	0.1	1.5	1.2
Percent of total staff	1.9	2.2	0.9	1.2	2.1	0.2	0.8	3.5
Nontenured on track	12,302	9,679	839	404	727	50	510	93
Percent of staff category	100.0	78.7	6.8	3.3	5.9	0.4	4.1	0.8
Percent of total staff	14.5	15.4	8.1	11.2	18.1	10.6	16.2	16.9
Other faculty	14,644	11,292	821	447	866	64	1,048	106
Percent of staff category	100.0	77.1	5.6	3.1	5.9	0.4	7.2	0.7
Percent of total staff	17.2	18.0	7.9	12.4	21.5	13.6	33.2	19.3
Professional (support/service)	21,535	16,077	2,037	688	1,328	103	1,176	126
Percent of staff category	100.0	74.7	9.5	3.2	6.2	0.5	5.5	0.6
Percent of total staff	25.3	25.6	19.6	19.1	33.0	21.8	37.3	22.9
Technical/Paraprofessional	7,849	5,499	1,115	374	476	39	282	64
Percent of staff category	100.0	70.1	14.2	4.8	6.1	0.5	3.6	0.8
Percent of total staff	9.2	8.7	10.7	10.4	11.8	8.3	8.9	11.6
Clerical and secretarial	13,973	10,288	2,350	824	315	85	59	52
Percent of staff category	100.0	73.6	16.8	5.9	2.3	0.6	0.4	0.4
Percent of total staff	16.4	16.4	22.6	22.9	7.8	18.0	1.9	9.5
Skilled craftsman	1,224	941	159	69	17	21	5	12
Percent of staff category	100.0	76.9	13.0	5.6	1.4	1.7	0.4	1.0
Percent of total staff	1.4	1.5	1.5	1.9	0.4	4.4	0.2	2.2
Service/Maintenance	7,457	4,035	2,481	606	134	95	41	65
Percent of staff category	100.0	54.1	33.3	8.1	1.8	1.3	0.5	0.9
Percent of total staff	8.8	6.4	23.9	16.9	3.3	20.1	1.3	11.8

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table B-8c. Number and percent distribution of newly hired full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and by sex and race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total	Men								Women							
		Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown	Total	White non-Hispanic	Black non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	14,680	6,118	4,736	706	358	175	73	24	46	8,562	6,891	908	434	154	96	17	62
Percent of staff category	100.0	41.7	32.3	4.8	2.4	1.2	0.5	0.2	0.3	58.3	46.9	6.2	3.0	1.0	0.7	0.1	0.4
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	952	507	405	56	19	10	14	0	3	445	380	41	24	4	14	0	2
Percent of staff category	100.0	53.3	42.5	5.9	2.0	1.1	1.5	0.0	0.3	46.7	37.8	4.3	2.5	0.4	1.5	0.0	0.2
Percent of total staff	6.5	8.3	8.6	7.9	5.3	5.7	19.2	0.0	6.5	5.2	5.2	4.5	5.5	2.6	14.6	0.0	3.2
Tenured faculty	651	317	289	10	7	9	1	0	1	334	296	26	9	1	2	0	0
Percent of staff category	100.0	48.7	44.4	1.5	1.1	1.4	0.2	0.0	0.2	51.3	45.5	4.0	1.4	0.2	0.3	0.0	0.0
Percent of total staff	4.4	5.2	6.1	1.4	2.0	5.1	1.4	0.0	2.2	3.9	4.3	2.9	2.1	0.6	2.1	0.0	0.0
Nontenured on track	2,250	1,043	854	78	48	41	5	8	9	1,207	1,006	97	48	39	5	4	8
Percent of staff category	100.0	46.4	38.0	3.5	2.1	1.8	0.2	0.4	0.4	53.6	44.7	4.3	2.1	1.7	0.2	0.2	0.4
Percent of total staff	15.3	17.0	18.0	11.0	13.4	23.4	6.8	33.3	19.6	14.1	14.6	10.7	11.1	25.3	5.2	23.5	12.9
Other faculty	3,074	1,372	1,175	84	35	45	14	10	9	1,702	1,459	138	41	26	14	5	19
Percent of staff category	100.0	44.6	38.2	2.7	1.1	1.5	0.5	0.3	0.3	55.4	47.5	4.5	1.3	0.8	0.5	0.2	0.6
Percent of total staff	20.9	22.4	24.8	11.9	9.8	25.7	19.2	41.7	19.6	19.9	21.2	15.2	9.4	16.9	14.6	29.4	30.6
Professional (support/service)	2,020	831	665	86	44	17	9	3	7	1,189	947	140	59	19	15	3	6
Percent of staff category	100.0	41.1	32.9	4.3	2.2	0.8	0.4	0.1	0.3	58.9	46.9	6.9	2.9	0.9	0.7	0.1	0.3
Percent of total staff	13.8	13.6	14.0	12.2	12.3	9.7	12.3	12.5	15.2	13.9	13.7	15.4	13.6	12.3	15.6	17.6	9.7
Technical/Paraprofessional	1,231	469	360	53	29	21	1	1	4	762	606	88	48	11	3	0	6
Percent of staff category	100.0	38.1	29.2	4.3	2.4	1.7	0.1	0.1	0.3	61.9	49.2	7.1	3.9	0.9	0.2	0.0	0.5
Percent of total staff	8.4	7.7	7.6	7.5	8.1	12.0	1.4	4.2	8.7	8.9	8.8	9.7	11.1	7.1	3.1	0.0	9.7
Clerical and secretarial	2,765	245	170	33	30	5	4	0	3	2,520	1,961	293	167	46	28	5	20
Percent of staff category	100.0	8.9	6.1	1.2	1.1	0.2	0.1	0.0	0.1	91.1	70.9	10.6	6.0	1.7	1.0	0.2	0.7
Percent of total staff	18.8	4.0	3.6	4.7	8.4	2.9	5.5	0.0	6.5	29.4	28.5	32.3	38.5	29.9	29.2	29.4	32.3
Skilled craftsman	280	241	200	20	13	2	2	1	3	39	36	3	0	0	0	0	0
Percent of staff category	100.0	86.1	71.4	7.1	4.6	0.7	0.7	0.4	1.1	13.9	12.9	1.1	0.0	0.0	0.0	0.0	0.0
Percent of total staff	1.9	3.9	4.2	2.8	3.6	1.1	2.7	4.2	6.5	0.5	0.5	0.3	0.0	0.0	0.0	0.0	0.0
Service/Maintenance	1,457	1,093	818	286	133	25	23	1	7	364	220	82	38	8	15	0	1
Percent of staff category	100.0	75.0	42.4	19.6	9.1	1.7	1.6	0.1	0.5	25.0	15.1	5.6	2.6	0.5	1.0	0.0	0.1
Percent of total staff	9.9	17.9	13.0	40.5	37.2	14.3	31.5	4.2	15.2	4.3	3.2	9.0	8.8	5.2	15.6	0.0	1.6

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

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Table B-8c1. Number and percent distribution of newly hired full-time employees in 2-year and less than 2-year institutions of higher education, by primary occupation and by race/ethnicity: 50 states and the District of Columbia, fall 1993

Primary occupation	Total							
	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Non-resident alien	Race/ ethnicity unknown
New hires total	14,680	11,627	1,614	792	329	169	41	108
Percent of staff category	100.0	79.2	11.0	5.4	2.2	1.2	0.3	0.7
Percent of total staff	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Executive/Administrative/Managerial	952	765	97	43	14	28	*	5
Percent of staff category	100.0	80.4	10.2	4.5	1.5	2.9	*	0.5
Percent of total staff	6.5	6.6	6.0	5.4	4.3	16.6	*	4.6
Tenured faculty	651	585	36	16	10	3	*	1
Percent of staff category	100.0	89.9	5.5	2.5	1.5	0.5	*	0.2
Percent of total staff	4.4	5.0	2.2	2.0	3.0	1.8	*	0.9
Nontenured on track	2,250	1,860	175	96	80	10	12	17
Percent of staff category	100.0	82.7	7.8	4.3	3.6	0.4	0.5	0.8
Percent of total staff	15.3	16.0	10.8	12.1	24.3	5.9	29.3	15.7
Other faculty	3,074	2,634	222	76	71	28	15	28
Percent of staff category	100.0	85.7	7.2	2.5	2.3	0.9	0.5	0.9
Percent of total staff	20.9	22.7	13.8	9.6	21.6	16.6	36.6	25.9
Professional (support/service)	2,020	1,612	226	103	36	24	6	13
Percent of staff category	100.0	79.8	11.2	5.1	1.8	1.2	0.3	0.6
Percent of total staff	13.8	13.9	14.0	13.0	10.9	14.2	14.6	12.0
Technical/Paraprofessional	1,231	966	141	77	32	4	1	10
Percent of staff category	100.0	78.5	11.5	6.3	2.6	0.3	0.1	0.8
Percent of total staff	8.4	8.3	8.7	9.7	9.7	2.4	2.4	9.3
Clerical and secretarial	2,765	2,131	326	197	51	32	5	23
Percent of staff category	100.0	77.1	11.8	7.1	1.8	1.2	0.2	0.8
Percent of total staff	18.8	18.3	20.2	24.9	15.5	18.9	12.2	21.3
Skilled craftsman	280	236	23	13	2	2	1	3
Percent of staff category	100.0	84.3	8.2	4.6	0.7	0.7	0.4	1.1
Percent of total staff	1.9	2.0	1.4	1.6	0.6	1.2	2.4	2.8
Service/Maintenance	1,457	838	368	171	33	38	1	8
Percent of staff category	100.0	57.5	25.3	11.7	2.3	2.6	0.1	0.5
Percent of total staff	9.9	7.2	22.8	21.6	10.0	22.5	2.4	7.4

*Less than .05 percent.

NOTE: Because of rounding, details may not add to totals.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

APPENDIX C

Technical Notes on Survey Methodology

APPENDIX C
TECHNICAL NOTES ON SURVEY METHODOLOGY

The Fall Staff survey is conducted biennially as part of the National Center for Education Statistics' (NCES) Integrated Postsecondary Education Data System (IPEDS).[1] IPEDS collects staffing data in order to fulfill the NCES mandate to report on the demographic, salary, and positional composition of the staff of postsecondary institutions. Fall Staff data were requested from 9,035 postsecondary institutions in the fall 1993.

Data Covered in the Report

The data in this report for 1993 are for the 50 states and the District of Columbia and exclude the outlying territories. Data are presented for both the total postsecondary institutions and for the subset that are classified as institutions of higher education (IHE). In 1993 there were a total of about 8,861 postsecondary institutions at the 4-year, 2-year, and less than 2-year level in the 50 states and the District of Columbia. Of these, about 3,670 were accredited at the college level by an agency recognized by the U.S. Department of Education as IHEs. While over half of the total postsecondary institutions are in the category of other postsecondary, over 95 percent of total postsecondary staff are employed in institutions of higher education. More detailed information over a longer period of time has been collected on IHEs.

Postsecondary education institutions completed either the Consolidated survey (IPEDS-CN) or the Fall Staff survey (IPEDS-S). IPEDS-S replaces the Higher Education Staff Information survey (EEO-6), which collected staff data from 1975 to 1991, while the IPEDS-CN survey is equivalent to the 1991 IPEDS Fall Staff survey. The IPEDS-S survey form collected data on the race and sex of staff from all higher education institutions and all other schools offering a baccalaureate or higher degree. The CN survey was completed by all other postsecondary institutions that were not sent the Fall Staff survey. The information by level of detail requested on each survey form is shown below:

Form Type	Institutions	Data Requested By:
S	All higher education institutions and all other schools offering a baccalaureate or higher degree	Full time/part time Sex Occupational categories Race/ethnicity categories Salary class intervals Tenured categories New hires categories
CN	All other schools	Full time/Part time Sex Occupational categories

[1] Other IPEDS surveys include Institutional Characteristics, Fall Enrollment, Fall Enrollment in Occupational Specific Programs, Completions, Finance, Salaries, Academic Libraries, and Consolidated.

Past Surveys

The Fall Staff survey is one of the eight components of IPEDS, begun in 1986. The survey covers all postsecondary institutions including universities and colleges, as well as institutions offering technical and vocational education beyond the high school level. Prior to that time, similar data were collected through the Higher Education General Information Survey (HEGIS), begun in 1966. HEGIS, however, covered only those institutions accredited at the college level by an agency recognized by the Secretary of the U.S. Department of Education. Between 1987 and 1991, the Fall Staff data were collected in cooperation with U.S. Equal Employment Opportunity Commission (EEOC). EEOC collected data on staff through its Higher Education Staff Information (EEO-6) report from all postsecondary institutions within their mandate, that is, institutions that have 15 or more full-time employees. NCES, using the IPEDS system, collected data from all other postsecondary institutions, including all 2- and 4-year higher education institutions with fewer than 15 full-time employees and a sample of less than 2-year schools. NCES and EEOC collected staff data biennially in odd-numbered years. The IPEDS files from 1987 to 1991 combine data from the EEO-6 and the IPEDS staff survey to create the IPEDS Fall Staff data file.

Changes in 1993

In 1993 for the first time, all schools formerly surveyed by EEOC were surveyed by NCES. Additionally, all less than 2-year schools eligible for participation in Title IV federal financial aid programs were included in the data collection. In previous years, a sample of this group was drawn to represent the total.

Related Surveys

Additional data on full-time faculty are available through the IPEDS Faculty Salaries, Tenure, and Fringe Benefits survey. This survey has been conducted for most years since 1966, initially through HEGIS and later through IPEDS. NCES also sponsors the National Survey of Postsecondary Faculty (NSOPF), a nationally representative sample survey that provides detailed information on higher education faculty and departments. The NSOPF surveys have been conducted in 1988 and 1993. Historical data prior to the 1970s are also available on faculty in institutions of higher education and have been summarized in the *Digest of Education Statistics*.

Institutional Universe and Response Rates

A universe of 9,505 postsecondary institutions was initially identified as eligible to participate in Title IV programs based on verified responses to the IPEDS 1992-93 Institutional Characteristics survey. Fall Staff survey forms were mailed out during October and November 1993, and survey results were collected from January to July 1994. During this time period, institutions determined to be out of scope of the survey were deleted from the universe. These deletions resulted from formal notification by IPEDS state coordinators, the Department of Education eligibility notices, and followup telephone calls. Included in the deletions were (1) institutions that were duplicates of others on the file; (2) institutions that had closed or merged with another institution, and thus were no longer a legitimate institution or branch; (3) institutions that no longer offered postsecondary programs; and (4) schools

that did not conform to the IPEDS definition of an institution or branch. At the conclusion of this process, 9,016 institutions remained on the file, of which 8,861 were from the 50 states and the District of Columbia. The final universe was also adjusted to reflect institutions that changed from one sector to another subsequent to survey mailout. The Fall Staff survey had an overall response of 87.1 percent (see table C- 1).

Table C-1.--Number of institutions in the 1993 Fall Staff survey and survey response rates, by survey form and sector of institution: 50 states and the District of Columbia and outlying areas

Survey form and sector of institution	Mailed	Final universe	Number responded	Response rate
Total	9,505	9,016	7,854	87.1
Survey form				
IPEDS-S	4,216	4,108	3,657	89.0
IPEDS-CN	5,289	4,908	4,197	85.5
Sector				
Central office	126	89	89	100.0
Public 4-year or above	626	630	600	95.2
Private, nonprofit, 4-year or above	1,972	1,940	1,643	84.7
Private, for-profit, 4-year or above	149	158	119	75.3
Public 2-year	1,266	1,261	1,162	92.1
Private, nonprofit, 2-year	620	595	521	87.6
Private, for-profit, 2-year	746	698	629	90.1
Public, less than 2-year	270	238	209	87.8
Private, nonprofit, less than 2-year	301	260	215	82.7
Private, for-profit, less than 2-year	3,429	3,147	2,667	84.7

*See table C-2 for the number of institutions receiving survey form, number of institutions responding, and response rate for HEGIS and non-HEGIS institutions for the 50 states and the District of Columbia.

Table C-2 reports the number of institutions in the universe and the number responding for 50 states and the District of Columbia by control and level of institution. The response rate for total postsecondary was 87.2 percent and for the institutions of higher education, 92.2 percent. Response for the "other postsecondary" group was 83.7 percent. Of the total universe of 8,861 institutions, 3,670 were institutions of higher education and 5,191 were classified as other postsecondary; however, 95 percent of staff were in the 3,670 institutions of higher education.

Survey Conduct and Editing

Followup for nonresponse on the IPEDS-CN survey was started in December 1993 by letter. Telephone followup for nonresponse on the IPED-S survey began in January 1993 and continued with a second telephone followup in February 1993. The Postsecondary Education Telephone System (PETS) was used to collect data from the nonrespondents to the surveys in that group of institutions for which IPEDS state coordinators were not responsible for followup.

Table C-2.--Response rates of postsecondary institutions receiving the Fall Staff survey, by control and level of institution: 50 states and the District of Columbia.

Level of institution	Total	Public	Private		
			Total	Nonprofit	For-profit
All postsecondary	8,861	2,168	6,693	2,752	3,941
4-year	2,713	649	2,064	1,906	158
2-year	2,558	1,281	1,277	592	685
Less than 2-year	3,590	238	3,352	254	3,098
Higher education	3,670	1,682	1,988	1,669	319
4-year	2,206	635	1,571	1,491	80
2-year	1,445	1,047	398	176	222
Less than 2-year	19	0	19	2	17
Other postsecondary	5,191	486	4,705	1,083	3,622
4-year	507	14	493	415	78
2-year	1,113	234	879	416	463
Less than 2-year	3,571	238	3,333	252	3,081
Institutions responding					
All postsecondary	7,728	2,016	5,712	2,344	3,368
4-year	2,355	619	1,736	1,616	120
2-year	2,325	1,188	1,137	518	619
Less than 2-year	3,048	209	2,839	210	2,629
Higher education	3,385	1,587	1,798	1,513	285
4-year	2,042	609	1,433	1,358	75
2-year	1,329	978	351	153	198
Less than 2-year	14	0	14	2	12
Other postsecondary	4,343	429	3,914	831	3,083
4-year	313	10	303	258	45
2-year	996	210	786	365	421
Less than 2-year	3,034	209	2,825	208	2,617
Response rate					
All postsecondary	87.2	93.0	85.3	85.2	85.5
4-year	86.8	95.4	84.1	84.7	76.5
2-year	90.9	87.3	89.0	87.5	90.4
Less than 2-year	84.9	87.8	84.7	82.7	84.9
Higher education	92.2	94.4	90.4	90.6	89.3
4-year	92.6	96.0	91.2	91.1	93.7
2-year	92.0	93.4	88.2	87.0	89.2
Less than 2-year	73.7	0	73.7	100.0	70.6
Other postsecondary	83.7	88.3	83.2	76.0	85.1
4-year	61.7	71.4	61.5	62.2	57.8
2-year	89.5	89.7	89.4	87.8	90.9
Less than 2-year	85.0	87.8	84.8	82.5	84.9

NOTE: Table represents response rate for higher education and other postsecondary institutions for the 50 states and the District of Columbia.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey (IPEDS-S and IPEDS-CN), 1993.

On the CN survey, all forms were edited for major reporting and processing errors. Survey responses were edited for interyear consistency. Total lines were generated and compared to the reported totals. If there were differences, and they were within an acceptable range of tolerance, the generated total replaced the reported total. If the difference appeared larger than a simple arithmetic error, the institution was contacted to resolve the discrepancy.

On the S survey, all forms were edited for reporting and processing errors. Survey responses were edited for internal and interyear consistency. Addition checks were performed by adding down the columns and comparing generated with reported totals. If there were differences, and they were within an acceptable range of tolerance, the generated total replaced the reported total and the cell was flagged with the proper imputation code. If the difference exceeded the designated range, institutions were contacted for verification/correction. Addition checks were also performed by generating totals for men and women across columns in each line of data submitted on the form.

1993 Fall Staff Survey Imputation

All missing data items were imputed for the 1993 survey. Imputation was done for nonresponding schools, for individual missing data items, and for interior cell breakdowns for which only the totals were reported. Since the 1993 Fall Staff survey has two forms, the S form containing 1,744 data items and the CN form containing 24 data items, separate imputation procedures were developed for each form. The general procedure utilized data from previous years when available (either from the IPEDS Fall Staff or the EEO-6 forms), combined with hot-deck selection of donors to determine change ratios. In the cases in which no staff data were available from previous years, fall enrollment data were used. In the cases in which totals were given but not the distributions of interior cells, 1993 data were used for the totals, and the hot-deck procedure was used to select a donor to determine the distribution. Procedures for the S and CN forms are described in more detail below.

S Form Imputation

For the S form imputation, the program assigned each missing S form record to one of three imputation groups, depending upon which of the alternative data files merged with the record (based on UNITID). The three alternative data files were the 1991 IPEDS Fall Staff survey file, the 1991 EEO-6 survey file, and the 1993 IPEDS Fall Enrollment survey file. The program assigned missing data records to imputation groups with a hierarchical preference in the order given above. The program determined this order by ranking the r-square measures from a large number of regression models. A fourth imputation group was formed from missing data records that did not merge with any of the three files.

After the program assigned the missing data records to imputation groups, it selected donor records for them using the Westat imputation procedure WESDECK. WESDECK performs hot-deck imputation on both categorical and continuous variables, given a set of hard and soft boundary variables that make up the imputation classes. Hard boundaries are nonnegotiable, whereas soft boundaries may be crossed if insufficient donors are available. The program used region and sector and highest level of offering as hard boundary variables and minority class and size as soft boundary variables. The size variable was grand total full-time male faculty for the first two imputation groups and grand total students for the third imputation group. Although WESDECK is typically used to

impute missing data items, the program used the procedure primarily to select donor records. Subsequent steps used the selected donors to actually carry out the imputation. This procedure was required due to the complex nature of the survey form and NCES' desire to use data reported by the institution for imputing the missing data cases.

CN Form Imputation

For the CN imputation, the program assigned each missing CN form record to one of three imputation groups, depending upon which of the alternative data files merged with the UNITID. The three alternative data files were the 1991 EEO-6 survey file, the 1991 IPEDS-S file, and the 1993 Fall Enrollment survey file. Enrollment data reported on the CN survey were merged with data from the IPEDS Fall Enrollment (EF) survey. The program assigned missing data records to imputation groups with a hierarchical preference in the order given above. The program determined this order by ranking the r-square measures from a large number of regression models. A fourth imputation group was formed for missing data records that did not merge with any of the three files. WESDECK procedures were similar to those used for the S forms.

For More Information

The data file is available on diskette and also can also be accessed though the Internet.

To order the data on diskette, send three formatted IBM 3 1/2" diskettes along with a note requesting the 1993 IPEDS Staff data file to:

Attention: Patricia Q. Brown
National Center for Education Statistics
555 New Jersey Avenue N.W., Room 315B
Washington, DC 20208-5652

The data file can also be accessed through Internet by the following:

Gopher, World Wide Web (www), or File Transfer Protocol (FTP). For access to this information, simply point your client server to one of the following addresses:

* gopher.ed.gov
* http://www.ed.gov/
* ftp.ed.gov(logon anonymous)

Gopher client (gopher to **gopher.ed.gov** or select **North America, USA, General, U.S. Department of Education).** After connecting to the Gopher server the Fall Staff data file can be found by selecting the following items from the Gopher menu system:

Educational Research, Improvement, and Statistics (OERI & NCES)
National Center for Education Statistics (NCES)
NCES Data (surveys & raw data)
Postsecondary Education Data

Integrated Postsecondary Education Data System (IPEDS)
Fall Staff Data (Institutional)
IPEDS 1993 Fall Staff Statistics (survey file) (zip) <PC Bin>

FTP client (ftp to **ftp.ed.gov,** logon: anonymous). To find the staff data file select the following directories: **Ncesgopher, Data, Postsec, IPEDS, STAFF,** and the data file, **S9394.ZIP.** Users should view the file **9394S.TXT** before transferring the data file.

E-mail to **almanac@inet.ed.gov** (type "send catalog" in the body of the message.)
E-mail questions about the servers to **gopheradm@inet.ed.gov.**

APPENDIX D

Glossary

APPENDIX D

GLOSSARY[1]

Adjunct faculty. A faculty position where one has an occasional or temporary affiliation with an institution or another faculty member in performing a duty or service in an auxiliary capacity.

American Indian or Alaskan Native—A person having origins in any of the original peoples of North America or who maintains cultural identification through tribal affiliation or community recognition.

Asian or Pacific Islander—A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.

Black, non-Hispanic—A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).

Clerical and Secretarial Staff. Persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, and payroll clerks. Also includes sales clerks such as those employed full time in the bookstore and library clerks who are not recognized as librarians.

Contracted Services. Services obtained through contracts with outside agencies which would normally be provided by paid employees.

Donated (Contributed) Services. Services provided by volunteers, members of religious orders, or by the Central or System office of an institution for which there is no charge to the campus but that would otherwise be provided by employees paid by the campus.

Executive, Administrative, and Managerial. Persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Included in this category are all officers subordinate to any of these as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative. (Note: Includes supervisors of professional employees, while supervisors of

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[1] SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System Glossary, 1992.

nonprofessional employees (technical, clerical, craft, and service/maintenance force) are to be reported within the specific categories of the personnel they supervise.)

Faculty (Instruction/Research/Public Service). Persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. This category includes deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instructional. Student teachers or research assistants are not included in this category.

Full-Time Staff. Persons on the payroll of the institution (or reporting unit) and classified by the institutions as full time. Includes faculty on sabbatical leave and persons who are on leave but remain on the payroll.

Hispanic—a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Instruction/Research Assistants. Students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant. Students in the College Work-Study Program are not included in this category.

Nonresident alien—A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Resident aliens who are not citizens or nationals of the United States and who have been lawfully admitted for permanent residence (and who hold alien registration receipt cards. **NOTE** In 1993 nonresident aliens were reported separately, rather than in any of the five racial/ethnic categories.

Other Employees Staff. Persons employed directly by the institution in one of the following three categories as their primary occupation: 1) Clerical and secretarial; 2) Skilled crafts and 3) Service/maintenance. Each employee is accounted for only once. (NOTE: This definition pertains only to the institutions that completed the Consolidated (CN) survey, whereas, the other employees category combine staff employed as clerical and secretarial, skilled crafts, and service/maintenance.)

Part-Time Staff. Persons on the payroll of the institution (or reporting unit) and classified by the institution as part time. Students in the College Work-Study Program or casual employees (e.g., persons who are hired to help at registration time or to work in the bookstore for a day or two at the start of a session) are not considered part-time staff.

Postsecondary Education Institution. An institution which has as its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education, and excludes avocation and adult basic education programs.

Professional Staff. A primary occupation grouping that combines staff including: executive/ administrative/managerial, faculty (instructional/research/public service), instructional/research assistants, and professional (support/service) staff.

Professionals (Support/Service). Persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Includes employees such as librarians, accountants, systems analysts, and coaches.

Race/Ethnicity. Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group.

Service/Maintenance Staff. Persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and students or that contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Includes chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

Skilled Crafts Staff. Persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and typesetters.

Technical and Paraprofessionals Staff. Persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered in many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational categories which are institutionally defined as technical assignments.

Tenure. Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

Tenure Track. Positions that lead to consideration of tenure.

Unknown race/ethnicity—This category was used only if the employee did not select a racial/ethnic designation, and the postsecondary institution found it impossible to place the employee in one of the racial/ethnic categories.

White, non-Hispanic—A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

9/10-Month Salary Contract. The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-Month Salary Contract. The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

Appendix E
Additional Tables

Table E-1. Total faculty in institutions of higher education, by sex: 1869-70 to 1993-94[1]

Year	Total	Men	Women	Percent women	Percent change
1869-70[2]	5,553	4,887	666	12%	NA
1879-80[2]	11,522	7,328	4,194	36	107
1889-90[2]	15,809	12,704	3,105	20	37
1899-1900	23,868	19,151	4,717	20	51
1909-10	36,480	29,132	7,348	20	53
1919-20	48,615	35,807	12,808	26	33
1929-30	82,386	60,017	22,369	27	69
1939-40	146,929	106,328	40,601	28	78
1949-50	246,722	186,189	60,533	25	68
1959-60	380,554	296,773	83,781	22	54
1969-70[3]	450,000	346,000	104,000	23	18
1979-80[3]	675,000	479,000	196,000	29	50
1989-90[4]	824,220	577,298	246,922	30	22
1990-91[2,4]	817,000	547,000	270,000	33	-1
1991-92	826,252	525,599	300,653	36	1
1993-94	915,474	561,123	354,351	39	11

[1]Total number of different individual (not reduced to full-time equivalent). Beginning in 1959-60 data are for the first term of the academic year. Beginning in 1969-70 data include only instruction faculty with rank of instructor above.

[2]Estimated.

[3]Estimated number of senior institutional staff. Excludes graduate assistants.

[4]Because of revised survey procedures, data may not be directly comparable to prior years.

NOTE: Some data have been revised since previously published figures.

SOURCE: Extracted from data in U.S. Department of Education, National Center for Education Statistics, *Biennial Survey of Education in the United States, Education Directory, Colleges and Universities, Faculty and Other Professional Staff in Institutions of Higher Education*. As included in *Digest of Education Statistics 1994*, and Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1993.

Table E-2. Doctorate degrees[1] conferred by institutions of higher education, by racial/ethnic group and sex of student: 1976-77 to 1992-93

Year and sex of student	Total	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian/ Pacific Islander	American Indian/ Alaskan Native	Nonresident alien
1976-77[2]	33,126	81.1	3.8	1.6	2.0	0.3	11.3
Men	25,036	80.0	3.1	1.5	2.2	0.3	13.0
Women	8,090	84.3	6.0	1.7	1.5	0.3	6.2
1986-87[3]	34,041	71.8	3.1	2.2	3.2	0.3	19.4
Men	22,061	67.1	2.2	2.0	3.6	0.3	24.8
Women	11,980	80.3	4.8	2.6	2.5	0.4	9.4
1989-90[3,4]	38,113	67.9	3.0	2.1	3.2	0.3	23.5
Men	24,248	62.3	2.2	1.7	3.6	0.2	30.0
Women	13,865	77.7	4.5	2.6	2.6	0.4	12.2
1991-92[3,5]	40,090	64.4	3.1	3.1	3.9	0.3	26.4
Men	25,168	58.3	2.3	2.3	4.2	0.3	33.1
Women	14,922	74.6	4.3	4.3	3.3	0.4	15.0
1992-93[3,6]	42,021	63.5	3.2	2.0	3.8	0.3	27.3
Men	25,980	57.4	2.4	1.7	4.0	0.2	34.4
Women	16,041	73.5	4.6	2.4	3.4	0.3	15.7

[1]Includes Ph.D., Ed.D., and comparable degrees at the doctoral level. Excludes first-professional degrees.
[2]Excludes 106 men whose racial/ethnic group was not available.
[3]Reported racial/ethnic distributions of students by level of degree, field of degree, and sex were used to estimate race/ethnicity for students whose race/ethnicity was not reported.
[4]Excludes 153 men and 105 women whose racial/ethnic group was not available.
[5]Excludes 309 men and 180 women whose racial/ethnic group was not available.
[6]Excludes 93 men and 18 women whose racial/ethnic group was not available.
NOTE: Because of rounding, percents may not add to 100.
SOURCE: U.S. Department of Education, National Center for Education Statistics, "Degrees and Other Formal Awards Conferred" surveys, and Integrated Postsecondary Education Data System (IPEDS), "Completions" surveys. (This table was prepared January 1995.) As published in National Center for Education Statistics, *Digest of Education Statistics 1995*, p. 289, 1995, table 26.2.

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Table E-3. Estimate* of yearly new hires of full-time faculty, 1981-91

Year	Total	White	Total minority	African American	Hispanic	Asian American	American Indian
1981	35,727	31,498	4,229	1,773	621	1,561	274
1982	35,516	31,072	4,444	1,840	677	1,708	220
1983	35,304	30,645	4,659	1,906	732	1,855	166
1984	35,066	30,490	4,577	1,810	724	1,871	173
1985	34,828	30,334	4,494	1,714	715	1,886	179
1986	33,480	29,028	4,452	1,647	735	1,901	169
1987	32,131	27,722	4,409	1,580	755	1,916	158
1988	36,644	31,055	5,589	2,128	987	2,305	170
1989	41,157	34,388	6,769	2,675	1,218	2,694	182
1990	37,257	30,774	6,483	2,500	1,209	2,601	174
1991	33,356	27,159	6,197	2,324	1,200	2,507	166
Total, 1981-91	390,466	334,165	56,302	21,897	9,573	22,805	2,031

*Estimates for even years were calculated by averaging the odd years sandwiching each even year.

NOTE: Because of rounding, details may not add to totals. Employment counts are based on the following number of higher education institutions for each year: 3,032 in 1981, 3,011 in 1983, 2,686 in 1985, 2,636 in 1987, 3,452 in 1989, and 3,285 in 1991. Data are based on reported counts and are not imputed for nonreporting institutions.

SOURCE: Calculations based on "EEO-6 Higher Education Staff Information" surveys, 1981 through 1991, from the U.S. Equal Employment Opportunity Commission. As included in Deborah Carter and Eileen O'Brien, "Employment and Hiring Patterns for Faculty of Color," American Council on Education, Research Briefs, Volume 4, Number 6, 1993, table 3.

Table E-4. Number of employees in postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,662,085	1,280,205	1,381,880	1,890,890	903,062	987,828	771,196	377,143	394,052
Professional staff	1,893,416	941,111	752,305	1,098,347	620,645	475,701	597,069	320,466	276,603
Executive/administrative/managerial	162,647	93,100	69,547	155,385	89,964	65,421	7,262	3,136	4,126
Faculty (instruction/research)	893,842	559,511	334,331	573,772	385,214	188,559	320,070	174,298	145,773
Instruction/research assistants	197,946	119,246	78,700	na	na	na	197,946	119,246	78,700
Professional (support/service)	438,980	169,254	269,726	367,189	145,467	221,722	71,791	23,787	48,004
Nonprofessional staff	968,669	339,094	629,575	794,543	282,416	512,127	174,126	56,677	117,449
Technical and paraprofessionals	235,196	80,280	154,915	147,976	62,076	85,900	87,220	18,204	69,016
Clerical and secretarial	413,778	46,196	367,582	371,859	31,919	339,940	41,919	14,277	27,642
Skilled crafts	66,644	62,143	4,501	63,429	59,950	3,479	3,215	2,193	1,022
Service/maintenance	240,638	145,650	94,988	202,121	124,923	77,198	38,517	20,727	17,790
Other employees	12,413	4,824	7,589	9,158	3,548	5,610	3,256	1,276	1,979
Public, total	1,812,382	881,799	930,583	1,261,268	611,325	649,943	551,114	270,474	280,640
Professional staff	1,156,418	649,584	506,834	722,117	417,116	305,001	434,301	232,468	201,833
Executive/administrative/managerial	86,261	54,134	32,127	83,293	52,739	30,554	2,968	1,395	1,573
Faculty (instruction/research)	599,358	374,664	224,694	390,804	264,055	126,749	208,554	110,609	97,945
Instruction/research assistants	173,560	104,186	69,374	na	na	na	173,560	104,186	69,374
Professional (support/service)	297,239	116,600	180,639	248,020	100,322	147,698	49,219	16,278	32,941
Nonprofessional staff	655,964	232,215	423,749	539,151	194,209	344,942	116,813	38,006	78,807
Technical and paraprofessionals	162,118	55,753	106,365	102,548	43,134	59,414	59,570	12,619	46,951
Clerical and secretarial	279,434	31,045	248,389	248,555	20,195	228,360	30,879	10,850	20,029
Skilled crafts	48,444	45,243	3,201	46,490	43,879	2,611	1,954	1,364	590
Service/maintenance	161,256	98,237	63,019	137,778	85,481	52,295	23,478	12,756	10,722
Other employees	4,712	1,937	2,775	3,780	1,520	2,260	932	417	515
Private, nonprofit	767,890	362,224	405,665	572,698	266,959	305,740	195,191	95,266	99,926
Professional staff	467,291	259,616	207,675	325,651	181,571	144,081	141,640	78,046	63,595
Executive/administrative/managerial	61,627	32,984	28,643	58,609	31,694	26,915	3,018	1,290	1,727
Faculty (instruction/research)	249,633	162,202	87,431	156,368	107,534	48,835	93,264	54,668	38,596
Instruction/research assistants	24,165	14,895	9,270	na	na	na	24,165	14,895	9,270
Professional (support/service)	131,867	49,535	82,332	110,674	42,343	68,331	21,193	7,192	14,001
Nonprofessional staff	300,598	102,608	197,990	247,047	85,338	161,659	53,551	17,220	36,331
Technical and paraprofessionals	70,482	23,589	46,893	44,013	18,375	25,637	26,469	5,213	21,256
Clerical and secretarial	131,548	14,816	116,732	120,886	11,493	109,393	10,662	3,323	7,339
Skilled crafts	17,985	16,750	1,214	16,780	15,947	833	1,184	803	381
Service/maintenance	78,557	46,765	31,792	63,782	39,006	24,776	14,775	7,759	7,016
Other employees	2,048	688	1,359	1,586	567	1,020	461	122	339
Private, for profit	81,813	36,182	45,632	56,923	24,778	32,145	24,890	11,403	13,487
Professional staff	69,707	31,911	37,796	48,578	21,959	26,620	21,128	9,953	11,176
Executive/administrative/managerial	14,759	5,982	8,778	13,483	5,531	7,952	1,276	450	826
Faculty (instruction/research)	44,852	22,645	22,206	26,600	13,625	12,975	18,252	9,021	9,231
Instruction/research assistants	221	165	56	na	na	na	221	165	56
Professional (support/service)	9,874	3,119	6,755	8,495	2,802	5,693	1,379	317	1,063
Nonprofessional staff	12,107	4,271	7,836	8,345	2,820	5,525	3,762	1,451	2,311
Technical and paraprofessionals	2,596	939	1,657	1,415	567	848	1,180	372	809
Clerical and secretarial	2,796	335	2,461	2,418	231	2,187	378	104	274
Skilled crafts	236	150	86	159	124	35	77	26	51
Service/maintenance	825	648	177	561	436	125	264	212	52
Other employees	5,654	2,199	3,455	3,792	1,461	2,330	1,862	737	1,125

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

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Table E-5. Number of employees in 4-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2,094,213	1,017,408	1,076,805	1,571,687	757,492	814,195	522,526	259,916	262,610
Professional staff	1,284,320	733,055	551,265	887,456	513,353	374,103	396,864	219,702	177,162
Executive/administrative/managerial	123,274	72,283	50,991	118,520	70,125	48,395	4,754	2,158	2,596
Faculty (instruction/research)	602,925	406,917	196,008	440,478	312,456	128,022	162,447	94,461	67,986
Instruction/research assistants	168,486	103,096	65,390	na	na	na	168,486	103,096	65,390
Professional (support/service)	389,635	150,759	238,876	328,458	130,772	197,686	61,177	19,987	41,190
Nonprofessional staff	809,893	284,353	525,540	684,231	244,139	440,092	125,662	40,214	85,448
Technical and paraprofessionals	188,816	66,061	122,755	126,736	53,794	72,942	62,080	12,267	49,813
Clerical and secretarial	352,418	39,322	313,096	322,224	29,100	293,124	30,194	10,222	19,972
Skilled crafts	60,004	56,230	3,774	57,552	54,486	3,066	2,452	1,744	708
Service/maintenance	208,536	122,700	85,836	177,859	106,742	70,917	30,677	15,958	14,919
Other employees	119	40	79	60	17	43	59	23	36
Public, total	1,342,019	659,683	682,336	1,007,949	492,718	515,231	334,070	166,956	167,105
Professional staff	826,721	475,860	350,861	566,242	332,316	233,926	260,479	143,544	116,935
Executive/administrative/managerial	63,699	40,196	23,503	61,787	39,296	22,491	1,912	900	1,012
Faculty (instruction/research)	358,431	245,378	113,053	284,798	203,891	80,907	73,633	41,487	32,146
Instruction/research assistants	144,344	88,187	56,157	na	na	na	144,344	88,187	56,157
Professional (support/service)	260,247	102,099	158,148	219,657	89,129	130,528	40,590	12,970	27,620
Nonprofessional staff	515,298	183,823	331,475	441,707	160,402	281,305	73,591	23,421	50,170
Technical and paraprofessionals	119,876	42,871	77,005	83,568	35,640	47,928	36,308	7,231	29,077
Clerical and secretarial	221,701	24,475	197,226	202,144	17,581	184,563	19,557	6,894	12,663
Skilled crafts	42,311	39,719	2,592	40,997	38,744	2,253	1,314	975	339
Service/maintenance	131,410	76,758	54,652	114,998	68,437	46,561	16,412	8,321	8,091
Other employees	0	0	0	0	0	0	0	0	0
Private, nonprofit	739,491	350,826	388,665	554,673	260,042	294,631	184,818	90,784	94,034
Professional staff	446,468	250,804	195,664	313,248	178,609	136,639	133,220	74,195	59,025
Executive/administrative/managerial	58,189	31,462	26,727	55,547	30,322	25,225	2,642	1,140	1,502
Faculty (instruction/research)	235,596	156,080	79,516	149,631	104,885	44,746	85,965	51,195	34,770
Instruction/research assistants	24,080	14,863	9,217	na	na	na	24,080	14,863	9,217
Professional (support/service)	128,603	48,399	80,204	108,070	41,402	66,668	20,533	6,997	13,536
Nonprofessional staff	293,023	100,022	193,001	241,425	83,433	157,992	51,598	16,589	35,009
Technical and paraprofessionals	68,582	23,062	45,520	42,993	18,072	24,921	25,589	4,990	20,599
Clerical and secretarial	129,792	14,686	115,106	119,316	11,426	107,890	10,476	3,260	7,216
Skilled crafts	17,677	16,497	1,180	16,543	15,730	813	1,134	767	367
Service/maintenance	76,854	45,737	31,117	62,513	38,188	24,325	14,341	7,549	6,792
Other employees	118	40	78	60	17	43	58	23	35
Private, for profit	12,703	6,899	5,804	9,065	4,723	4,333	3,638	2,167	1,471
Professional staff	11,131	6,391	4,740	7,966	4,428	3,538	3,165	1,963	1,202
Executive/administrative/managerial	1,386	625	761	1,186	507	679	200	118	82
Faculty (instruction/research)	8,898	5,459	3,439	6,049	3,680	2,369	2,849	1,779	1,070
Instruction/research assistants	62	46	16	na	na	na	62	46	16
Professional (support/service)	785	261	524	731	241	490	54	20	34
Nonprofessional staff	1,572	508	1,064	1,099	304	795	473	204	269
Technical and paraprofessionals	358	128	230	175	82	93	183	46	137
Clerical and secretarial	925	161	764	764	93	671	161	68	93
Skilled crafts	16	14	2	12	12	0	4	2	2
Service/maintenance	272	205	67	148	117	31	124	88	36
Other employees	1	0	1	0	0	0	1	0	1

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

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Table E-6. Number of employees in 2-year postsecondary institutions, by primary occupation and by employment status, sex, and control of institution: 50 states and the District of Columbia, fall 1991

Primary occupation and control of institution	Total			Full-time			Part-time		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	505,212	235,708	269,504	277,710	128,209	149,501	227,502	107,449	120,003
Professional staff	355,672	184,576	171,096	174,087	92,497	81,590	181,585	92,079	89,506
Executive/administrative/managerial	28,133	16,305	11,828	26,656	15,644	11,012	1,477	661	816
Faculty (instruction/research)	256,095	136,034	120,061	114,821	64,257	50,564	141,274	71,777	69,497
Instruction/research assistants	29,420	16,124	13,296	0	0	0	29,420	16,124	13,296
Professional (support/service)	42,024	16,113	250,911	32,610	12,596	20,014	9,414	3,517	5,897
Nonprofessional staff	149,540	51,132	98,408	103,623	35,712	67,911	45,917	15,420	30,497
Technical and paraprofessionals	44,215	13,482	30,733	19,691	7,759	11,932	24,524	5,723	18,801
Clerical and secretarial	61,011	6,845	54,166	49,304	2,793	46,511	11,707	4,052	7,655
Skilled crafts	6,600	5,883	717	5,839	5,436	403	761	447	314
Service/maintenance	32,032	22,886	9,146	24,409	18,132	6,277	7,623	4,754	2,869
Other employees	5,682	2,036	3,646	4,380	1,592	2,788	1,302	444	858
Public, total	457,501	215,989	241,512	245,674	115,180	130,494	211,827	100,809	111,018
Professional staff	319,089	168,491	150,598	149,870	81,989	67,881	169,219	86,502	82,717
Executive/administrative/managerial	21,800	13,491	8,309	20,787	13,029	7,758	1,013	462	551
Faculty (instruction/research)	232,324	124,862	107,462	101,762	58,076	43,686	130,562	66,786	63,776
Instruction/research assistants	29,216	15,999	13,217	0	0	0	29,216	15,999	13,217
Professional (support/service)	35,749	14,139	21,610	27,321	10,884	16,437	8,428	3,255	5,173
Nonprofessional staff	138,412	47,498	90,914	95,804	33,191	62,613	42,608	14,307	28,301
Technical and paraprofessionals	41,677	12,726	28,951	18,575	7,372	11,203	23,102	5,354	17,748
Clerical and secretarial	57,723	6,570	51,153	46,401	2,614	43,787	11,322	3,956	7,366
Skilled crafts	6,133	5,524	609	5,493	5,135	358	640	389	251
Service/maintenance	29,838	21,471	8,367	22,772	17,036	5,736	7,066	4,435	2,631
Other employees	3,041	1,207	1,834	2,563	1,034	1,529	478	173	305
Private, nonprofit	21,794	8,190	13,604	143,250	5,195	9,055	7,544	2,995	4,549
Professional staff	15,638	6,169	9,469	98,711	3,729	6,082	5,827	2,440	3,387
Executive/administrative/managerial	2,388	1,089	1,299	2,117	960	157	271	129	142
Faculty (instruction/research)	10,705	4,245	6,460	5,778	2,136	3,642	4,927	2,109	2,818
Instruction/research assistants	83	31	52	0	0	0	83	31	52
Professional (support/service)	2,462	804	1,658	1,916	633	1,283	546	171	375
Nonprofessional staff	6,156	2,021	4,135	4,439	1,466	2,973	1,717	555	1,162
Technical and paraprofessionals	1,527	426	1,101	720	218	502	807	208	599
Clerical and secretarial	1,743	129	1,614	1,560	66	1,494	183	63	120
Skilled crafts	287	253	34	237	217	20	50	36	14
Service/maintenance	1,699	1,026	673	1,267	817	450	432	209	223
Other employees	900	187	713	655	148	507	245	39	206
Private, for profit	25,917	11,529	14,388	17,786	7,834	9,952	8,131	3,695	4,436
Professional staff	20,945	9,916	11,029	14,406	6,779	7,627	6,539	3,137	3,402
Executive/administrative/managerial	3,945	1,725	2,220	3,752	1,655	2,097	193	70	123
Faculty (instruction/research)	13,066	6,927	6,139	7,281	4,045	3,236	5,785	2,882	2,903
Instruction/research assistants	121	94	27	0	0	0	121	94	27
Professional (support/service)	3,813	1,170	2,643	3,373	1,079	2,294	440	91	349
Nonprofessional staff	4,972	1,613	3,359	3,380	1,055	2,325	1,592	558	1,034
Technical and paraprofessionals	1,011	330	681	396	169	227	615	161	454
Clerical and secretarial	1,545	146	1,399	1,343	113	1,230	202	33	169
Skilled crafts	180	106	74	109	84	25	71	22	49
Service/maintenance	495	389	106	370	279	91	125	110	15
Other employees	1,741	642	1,099	1,162	410	752	579	232	347

For institutions that completed the Consolidated (CN) survey, the other employees category combine staff employed as clerical and secretarial, skilled crafts, and service/maintenance.

NOTE: Because of rounding, details may not add to totals. Instruction/research assistants are defined as part-time only.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), "Fall Staff" survey, 1991 and Equal Employment Opportunity Commission, Higher Education Staff Information (EEO-6) survey, 1991.

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Appendix F
Survey Questionnaire

OMB No. 1850-0582: Approval Expires 07/31/95

FORM **IPEDS-S**
(10-25-93)

U.S. DEPARTMENT OF COMMERCE
BUREAU OF THE CENSUS
ACTING AS COLLECTING AGENT FOR THE
U.S. DEPARTMENT OF EDUCATION
NATIONAL CENTER FOR EDUCATION STATISTICS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

FALL STAFF SURVEY 1993

NOTE - The completion of this survey, in a timely and accurate manner is **MANDATORY** for all institutions which participate or are applicants for participation in any Federal financial assistance program authorized by Title IV of the Higher Education Act of 1965, as amended. The completion of this survey is mandated by 20 U.S. C. 1094(a)(17).

The collection and reporting of racial/ethnic data on the Fall Staff survey are **MANDATORY** for all institutions which receive, are applicants for, or expect to be applicants for Federal financial assistance as defined in the Department of Education (ED) regulations implementing Title VI of the Civil Rights Act of 1964 (34 CFR 100.13).

For those institutions not required to submit racial/ethnic data on the basis of the above requirements, the completion of this survey is voluntary and authorized by 20 U.S.C. 1221e-1.

***Please read** the accompanying instructions before completing this survey form. Report data ONLY for the institution in the address label. If data for any other institutions or branch campuses are included in this report because they CANNOT be reported separately, please provide a list of these schools.*

Please correct any errors in the name, address, and ZIP code.

If there are any questions about this form, contact John Medina, Bureau of the Census at (800) 437-4196.

RETURN TO

Date due: January 15, 1994

1. Name of respondent	2. Title of respondent	3. Telephone (*Area code, number, ext.*)

PURPOSE OF THE SURVEY

The National Center for Education Statistics (NCES), collects these data biennially to obtain and report a comprehensive picture of staff in institutions of postsecondary education, by their full-time or part-time status and by the type of work they do. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States. . .", (20 U.S.C. 1221e-1, General Education Provisions Act, Sec 406(b), as amended.)

USES OF DATA

Collection of these data over a period of time will produce insights into the use of full-time and part-time faculty and staff in postsecondary education. It will also allow comparisons of staffing patterns by institutional type and control and will permit analysis of the relationship between financial resources and staff resources.

CERTIFICATION—I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.

4. Name (*Type or print*)	5. Title	6 Telephone (*Area code, number, ext.*)
7. Signature		8. Date

COMPLIANCE REQUIREMENTS

The Office for Civil Rights (OCR) and the National Center for Education Statistics (NCES), with the approval of the office of Management and Budget, cooperate in the collection of racial/ethnic information from all postsecondary institutions for the Fall Staff survey. Section 100.6(b) of the regulations implementing Title VI of the Civil Rights Act of 1964, set forth below, and similar provisions of the Title VI regulations of other Federal agencies, authorize collection of this information.

> 100.6(b) **Compliance Reports**—Each recipient shall keep records and submit to the responsible Department official or his designee timely, complete and accurate compliance reports at such times and in such form and containing such information as the responsible Department official or his designee may determine to be necessary to enable him to ascertain whether the recipient has complied or is complying with this part. For example, recipients should have available for the Department racial and ethnic data showing the extent to which members of minority groups are beneficiaries of and participants in federally-assisted programs. In the case of any program under which a primary recipient extends Federal financial assistance to any other recipient, such other recipient shall also submit such compliance reports to the primary recipient as may be necessary to enable the primary recipient to carry out its obligations under this part.

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 10.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, DC 20202-4651, and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, DC 20503. Please send completed survey forms to the address shown on the front page of this form.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary education institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

DO NOT RETURN INSTRUCTIONS

Part A — FULL-TIME FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE) EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College-Work-Study Program)

Employees on the payroll of the Institution as of October 1, 1993

Line No.	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
1	**1. 9/10 month salary contracts** Below $20,000																
2	$20,000-24,999																
3	25,000-29,999																
4	30,000-34,999																
5	35,000-39,999																
6	40,000-44,999																
7	45,000-54,999																
8	55,000 and above																
9	**TOTAL 9/10 MONTH SALARY CONTRACTS** ***(Sum of lines 1-8)***																
10	**2. Less than 9/10 month salary contracts**																
11	**3. 11/12 month salary contracts** Below $20,000																
12	$20,000-24,999																
13	25,000-29,999																
14	30,000-34,999																
15	35,000-39,999																
16	40,000-44,999																
17	45,000-54,999																
18	55,000 and above																
19	**TOTAL 11/12 MONTH SALARY CONTRACTS** ***(Sum of lines 11-18)***															161	
20	**4. PART A TOTAL** *(Sum of lines (+10+19)* (Same as line 99)																

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Part B — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College-Work-Study Program)

Employees on the payroll of the Institution as of October 1, 1993

Line No.	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	1. Executive/Administrative, and managerial																
21	Below $20,000																
22	$20,000-24,999																
23	25,000-29,999																
24	30,000-34,999																
25	35,000-39,999																
26	40,000-44,999																
27	45,000-54,999																
28	55,000 and above																
29	**TOTAL EXECUTIVE/ ADMINISTRATIVE AND MANAGERIAL** *(Sum of lines 21-28)*																
	2. Other professionals (Support/Service)																
30	Below $20,000																
31	$20,000-24,999																
32	25,000-29,999																
33	30,000-34,999																
34	35,000-39,999																
35	40,000-44,999																
36	45,000-54,999																
37	55,000 and above																
38	**TOTAL OTHER PROFESSIONALS (SUPPORT/SERVICE)** *(Sum of lines 30-37)*																

Part B — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College-Work-Study Program) -Continued

Employees on the payroll of the Institution as of October 1, 1993

Line No	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	3. Technical and paraprofessionals																
39	Below $12,000																
40	$12,000-15,999																
41	16,000-19,999																
42	20,000-24,999																
43	25,000-29,999																
44	30,000 and above																
45	**TOTAL TECHNICAL AND PARAPROFESSIONALS** *(Sum of lines 39-44)*																
	4. Clerical and secretarial																
46	Below $12,000																
47	$12,000-15,999																
48	16,000-19,999																
49	20,000-24,999																
50	25,000-29,999																
51	30,000 and above																
52	**TOTAL CLERICAL AND SECRETARIAL** *(Sum of lines 46-51)*																

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Part B — ALL OTHER FULL-TIME EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX, PRIMARY OCCUPATIONAL ACTIVITY AND SALARY CLASS INTERVALS

S

(Exclude casual employees or students in the College-Work-Study Program)—Continued

Employees on the payroll of the Institution as of October 1, 1993

Line No.	Employees by primary occupational activity and salary class intervals	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	5. Skilled crafts																
53	Below $12,000																
54	$12,000-15,999																
55	16,000-19,999																
56	20,000-24,999																
57	25,000-29,999																
58	30,000 and above																
59	**TOTAL SKILLED CRAFTS** *(Sum of lines 53-58)*																
	6. Service/Maintenance																
60	Below $12,000																
61	$12,000-14,999																
62	15,000-17,999																
63	18,000-24,999																
64	25,000 and above																
65	**TOTAL SERVICE/ MAINTENANCE** *(Sum of lines 60-64)*																
66	**7. PART B TOTAL** *(Sum of lines 29+38+45+52+59+65)*																
67	**GRAND TOTAL ALL FULL-TIME EMPLOYEES** *(Sum of lines 20+66)*																

Part C — PART-TIME EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX, PRIMARY OCCUPATIONAL ACTIVITY

S

(Exclude casual employees or students in the College-Work-Study Program)

Employees on the payroll of the Institution as of October 1, 1993

Line No	Employees by primary occupational activity	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
68	**PART-TIME EMPLOYEES** Executive, administrative, and managerial																
69	Faculty (Instruction/ Research/Public Service)																
70	Instruction/Research assistants																
71	Other professionals (Support/Service)																
72	Technical and paraprofessionals																
73	Clerical and secretarial																
74	Skilled crafts																
75	Service/Maintenance																
76	**TOTAL PART-TIME EMPLOYEES** *(Sum of lines 68-75)*																
77	**GRAND TOTAL ALL EMPLOYEES** *(Sum of lines 67 and 76)*																169

165

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Part D—CONTRACTED OR DONATED SERVICES

Indicate any services not provided by the employees in Parts A, B, and C, i.e., whose services are contracted by or donated to the institution.

Mark (X) all that apply ---------->

1 ☐ No major services are contracted or donated

2 ☐ Faculty (Instruction/Research/Public Service)

3 ☐ Technical and paraprofessional services

4 ☐ Service/Maintenance

5 ☐ Other

Remarks

Part E —TENURE OF FULL-TIME FACULTY (INSTRUCTION/RESEARCH/PUBLIC SERVICE) EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX, AND ACADEMIC RANK

S

(Include only those employees reported in "Faculty," line 20, part A.))

Employees on the payroll of the Institution as of October 1, 1993

Line No.	Faculty by tenured and academic rank	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
78	**1. Faculty with tenure** Professor						OMIT IF NO EXISTING TENURE PROGRAM										
79	Associate professors																
80	Assistant professors																
81	Instructors																
82	Lecturers																
83	No academic rank*																
84	**TOTAL FACULTY WITH TENURE** *(Sum of lines 78-83)*																
85	**2, Non-tenured faculty (Those on tenure track)** Professors						OMIT IF NO EXISTING TENURE PROGRAM										
86	Associate professors																
87	Assistant professors																
88	Instructors																
89	Lecturers																
90	No academic rank*																
91	**TOTAL NON-TENURED FACULTY (Those on tenure track)** *(Sum of lines 85-90)*																
92	**3. Non-Tenured faculty (Those not on tenure track)** Professors						COMPLETE FOR ALL FACULTY NOT IN A TENURE PROGRAM										
93	Associate professors																
94	Assistant professors																
95	Instructors																
96	Lecturers																
97	No academic rank*																
98	**TOTAL NON-TENURED FACULTY ((Those not on tenure track)** (Sum of lines 92-97)																172
99	**TOTAL FACULTY** *(Sum of lines 84_91+98)* (Same as line 20)																

171

*Institutions without standard academic ranks should report full-time faculty here.

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Part F —NEW HIRES BY RACIAL/ETHNIC STATUS, SEX, PRIMARY OCCUPATIONAL ACTIVITY

S

Line No	Employees by primary occupational activity	Nonresident alien		Black non-Hispanic		American Indian or Alaskan Native		Asian or Pacific Islander		Hispanic		White non-Hispanic		Race/ethnicity unknown		GRAND TOTAL ALL EMPLOYEES	
		Men (1)	Women (2)	Men (3)	Women (4)	Men (5)	Women (6)	Men (7)	Women (8)	Men (9)	Women (10)	Men (11)	Women (12)	Men (13)	Women (14)	Men (15)	Women (16)
	NEW HIRES **(Full-time between 1 July and 30 Sept.)** ☐ Mark (X) if no new hires																
100	Executive, administrative, and managerial						PERMANENT FULL TIME ONLY										
101	Faculty a Tenured																
102	b. Non-Tenured on track																
103	c. Non-tenured not on track																
104	Other professionals (Support/Service)																
105	Technical and paraprofessional																
106	Clerical and secretarial																
107	Skilled crafts																
108	Service/Maintenance																
109	**TOTAL** *(Sum of lines 100-108))*																

*Institutions without standard academic ranks should report full time faculty here

GENERAL INSTRUCTIONS—S

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

INSTITUTIONAL IDENTIFICATION

In the space provided on the front page of this report, make any necessary corrections to the preprinted address information. Also, enter the name, title, area code, and telephone number of the person responsible for completing the report.

PERIOD OF REPORT

All persons on the payroll of the institution as of October 1, 1993 are to be included in this report.

PARTS A, B, AND C—FULL-TIME FACULTY, ALL OTHER FULL-TIME EMPLOYEES, AND PART-TIME EMPLOYEES BY RACIAL/ETHNIC STATUS, SEX AND PRIMARY OCCUPATIONAL ACTIVITY

CATEGORIZATION OF EMPLOYEES BY ATTENDANCE STATUS

In reporting employees, the following apply -

Report in columns 1-16 men and women by their full-time/part-time status of October 1 of this year. This status is to be determined by the institution. The attached definitions should assist in clarifying full-time/part-time status. Persons whose services are contracted by or donated to the institution should be reported only in Part D.

Each employee must be accounted for in one and only one of the occupational activity categories in Part A, lines 1-20 (full-time faculty), or Part C, lines 68-77 (part-time employees). If any employee is engaged in two or more separate activities, the employee should be reported according to his or her primary activity. The institution should determine what constitutes the primary activity.

Employees at off-campus centers associated with the campus covered by this report should also be reported.

Hospitals, medical centers, and other institutions which offer postsecondary education programs as only one of their primary missions should report ONLY staff who work full-time or part-time in the postsecondary education division or component, for purposes of this survey that employee should be reported as part-time in his or her primary occupational activity in the post secondary education division or component.

The following instruction will assist in the assignment of employees to primary occupational activity categories.

- **Executive, Administrative, and Managerial**

  Report all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment and to direct the work of others. Report in this category all officers holding titles such as president, vice president, dean, director, or the equivalent, as well as officers subordinate to any of these administrators with such titles as associate dean, assistant dean, executive officer of academic departments (department heads, or the equivalent) if their principal activity is administrative.

  NOTE—Supervisors of professional employees are included here, while supervisors of nonprofessional employees (technical, clerical, craft, and service/maintenance force) are to be reported within the specific categories of the personnel they supervise.

  - *Full-time employees report in Part B on lines 21-29.*
  - *Part-time employees report in Part C on line 68.*

- **Faculty (Instruction/Research/Public Service)**

  Report all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. If their principal activity is instructional, report in this category deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent). Do not include student teachers or research assistant here, but report them on line 70 (part-time).

  Librarians and counselors are normally reported in the Other professionals category; however, some institutions treat them like faculty. If they are reported as faculty, the institution must also report them by tenure and academic rank (Part E).

  Report adjunct faculty employed on a part-time basis or on a full-time basis (if they were employed the full year) in the primary occupational for which they were hired.

  - *Full-time employees report in Part A.*
  - *Part-time employees report in Part C on line 69.*

- **Instruction/Research Assistants**

  Report all students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct or research. These positions are typically held by graduate students having titles such as teaching assistant, teaching associate, teaching fellow, or research assistant. Exclude any student in the College Work-Study Program.

  - *Part-time employees report on line 70.*

- **Other Professionals (Support/Service)**

  Report all persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Include employees such as librarians, accountants, systems analysts, and coaches.

  - Full-time employees report in Part B on lines 30-38.
  - Part-time employees report in Part C on line 71.

REMOVE INSTRUCTIONS BEFORE MAILING AND RETAIN FOR YOUR FILES.

PARTS A, B, AND C—FULL-TIME FACULTY, ALL OTHER FULL-TIME EMPLOYEES, AND PART-TIME EMPLOYEES BY RACIAL/ ETHNIC STATUS, SEX AND PRIMARY OCCUPATIONAL ACTIVITY–Continued

- **Technical and Paraprofessionals**

  Report all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work, such as offered n many 2-year technical institutes, junior colleges, or through equivalent on-the-job training. Include computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dieticians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational activity categories which are institutionally defined as technical assignments.

  Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience than normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.

  - *Full-time employees report in Part B on lines 39-45.*
  - *Part-time employees report in Part C on line 72.*

- **Clerical and Secretarial**

  Report all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office, such as bookkeepers, stenographers, clerk-typists, office-machine operators, statistical clerks, payroll clerks, etc. Include also sales clerks such as those employed full-time in the bookstore and library clerks who are not recognized as librarians.

  - *Full-time employees report in Part B on lines 46-52.*
  - *Part-time employees report in Part C on line 73.*

- **Skilled Crafts**

  Report all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairers, electricians, stationary engineers, skilled machinists, upholsterers, carpenters, compositors, and type-setters.

  - *Full-time employees report in Part B on lines 53-59.*
  - *Part-time employees report in Part C on line 74.*

- **Service/Maintenance**

  Report all persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry, and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers, and security personnel.

  - *Full-time employees report in Part B on lines 60-65.*
  - *Part-time employees report in Part C on line 75.*

CATEGORIZATION OF EMPLOYEES BY RACIAL/ETHNIC STATUS AND SEX

Method of Collection—The manner of collection of the racial/ethnic information is left to the discretion of the institution provided that the system which is established results in reasonably accurate data, which may be replicated by others when the same documented system is utilized. An employer may acquire the racial/ethnic information necessary for this section either by visual survey of the work force or from post-employment records.

Race/Ethnicity. Categories used to describe groups to which individual belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. The groups used to categorize U.S. citizens and resident aliens (holders of Form 1-551/155) are:

Racial/ethnic descriptions—Racial/ethnic designations used in this survey do not denote scientific definitions of anthropological origins. The categories are:

- **Black, non-Hispanic**—A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).
- **American Indian or Alaskan Native**—A person having origins in any of the original peoples of North American or who maintains cultural identification through tribal affiliation or community recognition.
- **Asian or Pacific Islander**—A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.
- **Hispanic**—A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **White, non-Hispanic**—A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

Other descriptive categories

- **Nonresident alien**—A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Resident aliens who are not citizens or nationals of the United States and who have been lawfully admitted for permanent residence (and who hold alien registration receipt cards — Form 1-551/155) are to be reported in the appropriate racial/ethnic categories described above.

  NOTE — Nonresident aliens are to be reported separately, on the lines provided, rather than in any of the five racial/ethnic categories described above.

- **Race/ethnicity unknown** — This category is used ONLY if the employee did not select a racial/ethnic designation, AND the postsecondary institution finds it impossible to place the employee in one of the aforementioned racial/ethnic categories.

In columns 15 and 16, report the grand total of all staff employed in your institution regardless of race/ethnicity or citizenship.

PART D — CONTRACTED OR DONATED SERVICES

If the institution contracts with outside firms for services, either in whole or in part, or receives donated services (volunteers, services provided by the Systems Office for which the branch is not charged, etc.) which would otherwise be provided by paid employees, mark (X) all appropriate boxes. If a service for which your institution contracts is not listed, mark (X) "Other." Mark item 1 if the institution receives no major contracted or donated services.

PART E — TENURE OF FULL-TIME INSTRUCTIONAL FACULTY BY RACIAL/ETHNIC STATUS, SEX AND ACADEMIC RANK

Report in this section only persons who are members of the faculty who were also reported in Part A. Count an employee only once by tenure status. Line 99, columns 15 and 16 of this section must equal the sum of all faculty members reported in Part A (line 20, columns 15 and 16).

A. Tenured

Report by sex and racial/ethnic designation the number of faculty who have tenure status within the institution in each of the academic ranks shown on lines 78 through 83. Total employees on line 84.

In reporting the number of faculty with academic rank and tenure, use the institution's criteria or requirements for either, notwithstanding the fact that the policy used by the institution may be different from that which meets or refers to a national set of principles.

B. Non-tenured on track

Report by sex and racial/ethnic designation the number of faculty who are non-tenured but are in positions which lead to consideration for tenure in each of the academic ranks shown on lines 85 through 90. Total employees on line 91.

C. Non-tenured not on track

Report by sex and racial/ethnic designation the number of faculty who are in non-tenure earning positions in each of the academic ranks or their equivalents shown on lines 92 through 97. Total employees on line 98. Line 99 of this section must equal the sum of all faculty members reported in Part E (lines 84, 91 and 98).

PART F—NEW HIRES BY RACIAL/ETHNIC STATUS, SEX AND PRIMARY OCCUPATIONAL ACTIVITY

Report on lines 100 through 108 the number of full-time permanent employees in the respective activities who were included in the payroll for the first time between July 1 and September 30 of the survey year, and who also are included in Parts A, B, and C (full-time). These are persons who were hired for full-time permanent employment for the fist time or after a break in service. **Do not** include as new hires persons who have returned from sabbatical leave or full-time faculty with less than 9-10 month contracts. Report employment for the newly hired full-time faculty separately by Tenured, Non-tenured on rack, and Non-tenured not on track.

Report total New Hires on line 109. **If you had no new hires during the specified period, mark (X) the box designating no new hires.**

GLOSSARY
FALL STAFF SURVEY — S

ADJUNCT FACULTY—A faculty position where one has an occasional or temporary affiliation with an institution or another faculty member in performing a duty or service in an auxiliary capacity.

CONTRACTED SERVICES—Services obtained through contracts with outside agencies which would normally be provided by paid employees.

DONATED (CONTRIBUTED) SERVICES—Services provided by volunteers, members of religious orders, or by the Central or System office of an institution for which there is no charge to the campus but that would otherwise be provided by employees paid by the campus.

FULL-TIME STAFF—Persons of the payroll of the institution (or reporting unit) and classified by the institution as full time. Includes faculty on sabbatical leave and persons who are on leave but remain on the payroll.

LESS THAN 9/10-MONTH SALARY CONTRACT—The contracted teaching period of faculty employed for less than 2 semesters, 3 quarters, 2 trimesters, or 2 4-month sessions.

PART-TIME STAFF—Persons on the payroll of the institution (or reporting unit) and classified by the institution as part-time. Students in the College Work-Study Program or casual employees (e.g., persons who are hired to help at registration time or to work in the bookstore for a day or two at the start of a session) are not considered part-time staff.

POSTSECONDARY EDUCATION INSTITUTION—An institution which has its sole purpose, or one of its primary missions, the provision of postsecondary education. Postsecondary education is the provision of a formal instructional program whose curriculum is designed primarily for students beyond the compulsory age for high school. This includes programs whose purpose is academic, vocational, and continuing professional education, and excludes avocational and adult basic education programs.

TENURE—Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK—Positions that lead to consideration for tenure.

9/10-MONTH SALARY CONTRACT—The contracted teaching period of faculty employed for 2 semesters, 3 quarters, 2 trimesters, 2 4-month sessions, or the equivalent.

11/12-MONTH SALARY CONTRACT—The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

Part E - NUMBER OF PERSONS EMPLOYED BY POSTSECONDARY{PRIVATE } EDUCATION INSTITUTIONS
(Collected in odd-numbered years only)

(Excludes casual employees or students in college work-study program.)

Line No.	Employees as of October 1, 1993 by primary occupational activity	Number of employees			
		Full time		Part time	
		Men (1)	Women (2)	Men (3)	Women (4)
1	Executive, administrative, and managerial				
2	Faculty (Instruction/Research/PublicService)				
3	Other professionals (Support/service)				
4	Technical and paraprofessionals				
5	Other employees				
6	**TOTAL** *(sum of lines 1-5)*				

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